ACCOUNTING FOR POST RETIREMENT BENEFIT: EARLY ADOPTERS OF EPF

[1]Dr. NAINAR. B

Abstract

This manuscript reviews the modern situation of the Employment Provident Fund annuity classification. TheIndian understanding may perhapspotentially authority strategy decisions in additional mounting countries, more than ever those with comparabledependence on the public provident account arrangement. Institutional facial appearance of an assortment of giving up work benefitschemes isdecorated and their deficiencies are discussed. It is argued that little treatment echelon,underneathroutine of provident finance schemes due to outlay limitations, and economicdifficulty in administering unfunded community annuity programs have rendered the present classificationunsuccessful and untenable. The disastrous experiments with improvised shake-up initiatives in currentprecedent additionallay emphasis on the need for a structural and lasting modify. The manuscript concludes with some course of action instructions for reforming the OLD AGE PENSIONannuity classification.

Keywords: *Annuity, Employment Provident Fund, untenable, course of action.*

I. Introduction

A diversity of troublespestilence the annuity fund system in India. The ongoingsubside of the conventional old age support mechanisms and the rise in elderly population highlights the need for strengthening the officialchannel of withdrawal savings.(Andrews, H.F., 1986). The essential, more adjacentreason for retirement fund reform are also well known - off-centertreatment of the obtainableadvantageschemes favoringcontrolledpersonnelthoughfamiliarservice is on the increase, aggravationfiscal position of government annuity schemes adjacent to a surroundings of increasingarrangementexpenses, inequitableaction of private subdivisionemployees vis-à-vis civicdivisionrecruits, an under developed confidentialallowancepromote, and finally the need to raise the household rate of investments through advanced contractual investments.Major sequestrationinvestments schemes like provident and retirement fund funds principallywrap employees in the organized sector, constituting just about 10 % of the totalemployees.

The majorities of employees, around 90 % of the operationalinhabitants is occupied in the unorganized division and have no admission to any recognizedarrangement of elderly age financialsafety measures. This

[1]*Sr. Research Officer, JnNURM –BSUP wing, Department of Bus Route Roads, Ripon Building, Corporation of Chennai-600 003.*

keytreatment is additionaldecrease as unceremonious workforce is risingwhereas the extent of official personnel has remained more or less moribund.

Objectives of the study

The objectives of the study are;

1. To analyses the dynamics of Pension structure in Tamil Nadu in general and that Labour of Tamil Nadu Employee in particular.
2. To study the trend in the growth of Pension output and Unorganized Sector Employee at the state level.
3. To analyses the determinants of farm and farm Pensionemployee in the study area.

Hypotheses of the study

1. Pensioner's workforce in the total workforce has considerably declined.
2. The proportion of Pensioners households who participate in non-farmandformemployment keeps increasing in recent years.

II. Methodology

Table 1: Distribution of Respondents Taluk and Village wise

Sl.No	Taluks/Villages	Retired Workers Households	
		Government & Formal Sectors Retired workers households	Government & Non- Formal Sectors Retired workers households
I	Chennai (H)		
1	Tiruvallur	30	25
2	Kanchipuram	30	25
3	Villupuram	30	25
II	Thiruchirapalli (M)		
1	Pudukottai	30	25

2	Kadalur	30	25
3	Tanjavur	30	25
III	Madurai (L)		
1	Tirunelveli (H)	30	25
2	Thoothukudi (M)	30	25
3	Kanyakumari (L)	30	25
	Total households	270	225
		270 + 225 = 495	

Note: H- High, M-Medium, L-Low.

MOTIVATION FOR TRANSFORMATION

The graduallyaggravation demographic and manual labormarketplace trends provide the strongest momentum for reorganization the annuity system in India. Supplementary, motivation for reform comesfrom the cracked nature of the existing pension schemes, creating a sharp dichotomy between civic and confidential sector manual labor force. The unstablemonetarylocation of civicannuity programs, againstsurroundings of rising liberality and decliningextent of employee’s topensioners, and scarceprofit levels for private sector workforce are among the majorfactors necessitating restructuring of the old age annuityscheme in India.

Table No.2.uniqueness of major withdrawaladvantage schemes

Sl. No	***prejudice of the annuity Scheme***	***Employees’ Provident Fund (EPF)***	***Employees’ Pension Scheme (EPS)***	***Government Employees’ Pension Scheme (GEPS)***
1.	individuality	Defined-contribution and fully funded	Defined-benefit and pay-as-you-go	Defined-benefit and pay-as-you-go
2.	Reporting	The scheme covers Workers in the privateorganized sector.	EPF members with monthly earnings notexceeding Rs. 7999/-.	The scheme covers government employees

3.	payment	staff contribute 10% or 13% of monthly Wage. Employer also provides a matching payment, out of whichan amount in excess ofthe EPS payment is Attributed into the worker'sEPF account.	Out of the employer'scontribution into theEPF, 8.33% of earningsare diverted into EPS. Maximumearnings for EPS contribution is Rs.7999/- per month. Thegovernment also makes1.15.37% contribution	Participants make no clearpayment butthey forego the employer's payment Into their provident fundaccounts.
4.	annuity Formula		Pension = wage x t/70 Where t is the service Period. 2 years' servicecredit is granted for 20years or more service.	Pension = 0.5 x wage x max(t,33)/33 Where t is the service Period.
5.	Vesting phase	Nil	15 Years	15 Years
6.	advantage Payout Pattern	Paid in lump sum at thetime of retirement.	Monthly annuity	Monthly annuity
7.	Minimum and Maximum remuneration	EPF has neither upper norlower limits on benefits.	EPS has a floor andceiling in its benefitFormula. Theminimummonthly pension is Rs.299 and the maximum isRs. 7999/- adjusted by thelengthofservice.	The minimum monthly Pension floor for GEPSisRs. 1299. There is noexplicit cap onmaximumpensionAmount.
8.	Indexation	Since EPF offers lump Sum benefits, there is noscope for indexation.	EPS does not have anydefiniteindexationbenefit.	GEPS is indexed to CPI. The indexation benefit,known as

				dearnessrelief, is revised twice ayear. Greater indexations are provided to the lowincome groups.
9.	Commutation	Since benefit is paid inlump sum, there is noquestionofcommutation.EPF, however, offersliberal throwaway extraction options During working life.	Commutation up to one third amount of the pension is permissible Under EPS.	Maximum commutationof 40.32% is allowed.
10	Risk reporting	Does not cover long levity and price rises risk.	Partially covers Levity risk but not price raises risk.	Covers longevity and price rises risk.
11	indemnity coverage	EPF offers protection Againstpassing away orDisability.	EPS offers defense against passing away or Disability.	GEPS offers protectionagainst passing away ordisability.

Source: Computed from primary data

Off-centertreatment- focal point on the organized division

Offeredannuity schemes in India mainlyswathe the organized divisionstaff,constituting about 10.32% of the collectivepersonnel. Prohibiting of the preponderance of theemployeesoccupied in the unorganized division is therefore a severerestriction of the presentscheme.In the personalcontrolleddivision, the Employees' Provident Fund (EPF), the majordeparturecarryplan, covers around 23.82 million personnel. The other minor provident fund schemefor coalminers and tea agricultural estate workers cover upa different 1.027 million employees.In the civicdivision, there is13.47 million enclosedstaff working in GOI, concerned State and union territories.Together, the shelteredpersonnelare therefore simply about 35.27 million in lieu of just 10.01% the combinedeffort force of 371 million as on February 2015. In distinction, the numeral ofenclosedemployees in the unorganized segment is only 2.2 million - less than 9.99% of theenclosed organized divisionemployees and immediately 1.32% of the entire unorganized divisionoperationalresidents.

Table 3: EMPLOYEES UNDERSTANDING BY OVERHAUL SITUATION (Crores)

Sl.No	Discrimination	2010	2015
I	Profits and Salary Earners	96.43	121.58
1.	Planned sector	21.97	26.28
2.	Civic	15.67	19.08
3.	Private	7.52	8.00
4.	Unorganized sector	73.67	94.83
5.	Undeveloped workers	55.67	72.67
6.	Non-agricultural workers	18.57	20.56
II	Self-employed	126.23	158.36
1.	Cultivators	93.25	108.36
2.	Non-cultivators	33.27	51.68
	Total	**542.25**	**681.40**

Table 3 provides a subdivision wise crumble of the employees under an assortment ofcategory. Thequantity of personality employmentindividual financial record for 57.01% of the aggregate labor forces on 2015. The near nothingness of lawfulearningsprovisions for the unorganized sector staffas aneffect poses a strictmeet head-on. The recentmanual labor advertisesinclinationrecommendadditionalcontraction inexposure, given the low intensification in organized employmentstrength while unorganized service is on themount.

Additionaldisintegration of the presentannuityscheme has occurred due to the unequaladvantage levels within the planneddivision where civicdivisionrecruits are treated vaguelyliberally vis-a-vis the classified organized employees. A high-flyingfeature of the presentclassification is the unreliablevariety and stage of profit within the organized segment(Deurloo M.C., W.A.V. Clark and F.M. Dieleman, 1990). Besides a self-contributory provident fund scheme, a lavish defined-benefit annuity constitutional rights contribution greater protection against permanence and increase risks coverscivicemployees. In distinction, annuityprofit for the private sector staff has been financed principally through compulsory, defined-contribution provident fund schemes. The accumulated balances are remunerated in lump sum, and thus do not swathefor increase and prolonged existence risks.

Table No.4 Work participation rate among the elderly

Sl.No.	*Discrimination*	*2012*	*2013*	*2014*	*2015*
1.	pastoral	53.04	47.48	44.13	49.10
2.	inner-city	36.20	33.48	26.54	26.29
	Total	**89.24**	**80.96**	**70.67**	**75.39**

The currentperforming of the Employees' Pension Scheme (EPS) in 2004, to some extent converting the Employees' Provident Fund Scheme (EPF) scheme, has however granted annuitycivil liberties to private employees. Captivatingly, there are allegations that the innovativeannuityplanhas improved the dichotomy between civic and hush-hushemployees. In assessment to the civicannuity schemes, the EPS provides a considerablysubordinaterank of substitutionreturns due to diversity of factors like maximum on highestannuity, require of indexation, etc.Theabsence of a recognizedstructure for sequestrationrevenuecarry for the unorganized andcasual workers has resulted in high occurrence of oldcontribution in the labor force. Table 4shows the historical elderly participation rate in the labor force. As per the2011census, 39.37% of the people aged 60 years or more carry on to be in the labor force. Of the totalworking population, about 5.26 % are aged 60 or above. An overwhelming majority ofthese elderly workers are either self-employed or engaged in casual work. Theelderly participation rate issignificantly higher in the pastoral areas where the occurrence of deficiencyis greater compared to the inner-city areas.

Table No.5 Expenditure pattern of major public pension schemes (Rs. Crores)

Sl.No.	Types of Pension	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
1.	Civil	9341	1042	11081	12243	13458	15258	15658
2.	Police	2721	2997	3163	3247	3269	3274	3277
3.	Transport	1686	1763	1821	1943	2017	2018	2022
4.	Local Bodies	2531	2533	2539	2547	2553	2557	2559
5.	Others	1639	1711	1724	1763	1794	1796	1798

Source: Tamil Nadu An Economic Appraisal various issues.

In currentperiod, the inadequateproposal to streamline the annuityorganization is noticeableby be deficient in of constant commitment or submission of cautiousness. With the immunity of partial renovation of some of the provident funds into annuity plan, most of these reforms are virtuallyinconsequential adjustments of the recentclassification. Incidentally, such negligible adjustments are mostcommon in case of provident funds. From time to time, sagacious funds have been subjected to changes in eligibility criteria, payment and profit structures or modificationin speculation norms.

Table 6: Contribution structure for EPF

Discrimination	Old System				New System				
	EPF	EPS	EDLI	Total	EPF	EPS	EDLI	Total	%
Employer	8.63	1.18	-	9.81	11.54	-	-	31.16	1.17
Employee	8.62	1.18	0.7	9.87	3.47	8.27	0.61	32.72	1.57
Government	-	1.14	0.22	1.36	-	1.14	0.27	4.13	1.54
Total	17.25	3.5	0.92	21.04	15.01	9.41	0.88	68.01	1.66

Source: Tamil Nadu an Economic Appraisal

EPF is asunshademethodcontributioncommunitysafety measures to the participants adjacent toa variety of contingencies. Until2015, EPF comprised Employees' Provident Fund (EPF), Family Pension Scheme (FPS) and Employees' Deposit Linked Insurance (EDLI) Scheme. It has been modernized in2015, and Family Pension Scheme (FPS) is replaced with a more comprehensive Employees' Pension Scheme (EPS). Subsequently, the paymenttime has been raised.

Table No.7Prescribed investment pattern for EPF

Sl. No.	Discrimination	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
1.	Government and administrationdefinitesecurities	≥13.2	≥10.36	≥14.36	≥16.36	≥17.39	≥18.58	≥19.64
2.	unique deposit scheme ofGovernment of India	≥10.01	≥10.48	≥10.63	≥10.76	≥10.81	≥10.87	≥10.94
3.	civic sector undertakings' bonds and securities	≥11.07	≥11.15	≥11.17	≥11.19	≥11.45	≥11.52	≥11.63

	of civicfiscal institutions							

Source: Computed from primary data

The innovativeproposal, known as the Employees' Pension Scheme (EPS), is fundamentallya defined-benefit agendaon condition thattake-home paylinkedannuity on superannuation, disability ordeath. Thus, EPF members are now qualified for two benefit streams on superannuation – a inflammationamount EPF growth upon leaving and a reviewallowance from the EPS. The EPS curriculum has replaced the previous Family Pension Scheme (FPS). The balance amount of about Rs.91.32 million in the FPS was transferred to the EPS as the preliminaryquantity. It is financed bydiverting 8.432% of employer's reviewpayment from the EPF and government'spayment of 1.182%of the employee'sreviewearnings. However, contribution to the EPScurriculum is charitable for the obtainableemployees as on2015but compulsory for the new employees whosereview pensionable salary does not beat Rs.5999/-.

The contestadjacent the EPS however sustained unabated with many operate unionsfiling litigations adjacent to the proposal. Distressedemployeessupposed that the annuity from the EPSwas to a large extentsubstandard compared to the civicannuity schemes and that the revisit from the system was even subordinate than the provident fund understanding it replaced. The maximum on the profit level and nonappearance of indexation further dejected the comeback from EPS. Chatterjee (2016),the major actuary following the EPS curriculum, stillexperimental that directoryinvolving of annuityisn'treasonable in case of EPS since there is a high level of pooling of confidentialemployer. In April2016, in anendeavor to conciliate the employees, the involvementspeed for the EPF scheme was enhanced to 12.43/10.64 % replacing the earlier rates of 9.46/8.33 % of reviewearnings.Table No. 7 elaborates theChanges in the paymentorganization in the EPF after preamble of the EPS. The wholepayment rate for EPF plan thus rose drastically and is expected to be somewhere between 21.37 and 26.02 %.

III. Major Findings

CURRENT TRENDS IN ANNUITY REFORM

The last decade has been anobserver to comprehensive reforms in the fiscalsegment in India.Coinciding with reforms in the additional spheres of the fiscalscheme, there have also been some alteration initiatives in the annuitydivision. However, differentinclusive reforms undertaken inbanking, wealth and exchange markets or more recently in the assurancedivision, a momentous degree of contradiction and rudiments of ad-holismstainannuitytransformation during the past tenyears. The low precedence that is accorded to annuityscheme is perchanceplanned and reflects thesequenching of the in generalmonetarydivision reform process. Such sequencing is however not shocking given the compound nature of annuitymodification. The linkages of annuityscheme with monetary and tax plan, labor markets, physical condition and assurance sectors, and fiscal markets generally reflect the multi-dimensional character of annuitytransformation. The annuityrestructuringprocedure can therefore be conscientious and long drawn, with impending to lie on the line or relax the rapidity ofthe generallymodificationpractice.

By the early eighties, there was anincreasingawarenessregarding the boundaries of anunsoiled provident fund agreementamongst the preparedconfidentialdivisionstaff. In2016, work bodiesofficially approached the Central Board of Trustees (CBT) of the Employees' Provident Fund(EPF) system for fractionaladaptation of the system in favor of anannuityagreement.Subsequent a quantity ofadditionalinfluence, the CBT selected a board with the authorization to reform theEPF scheme in2010.

While the group was increasing the structure for a new annuitysystem within theEPF, in a connectedgrowth in November 1994, the administration introduced annuity schemesfor public sector banks and assurancestaff. There has been a venerableinsist for annuityprofit from employment bodies in lieu of these institutions. That the management accededto the order in 2012 is momentous as it coincided with the banking sector transformation - philanthropicincrease to some rumor that the move was to conciliate the agitating staff.

The two schemes, known as the Bank Employees' Pension Scheme (BEPS) and theInsurance Employees' Pension Scheme (IEPS) were created by diverting the accumulatedemployers' payment to the provident funds. The schemes are financed by the employers' payment to the provident fund contribution, which is correspondent to 10.00 % of the basic Pay. Separate annuity trusts were created to administer pension schemes for each institution.

The advantagearrangement of these schemes simulated the obtainableannuity schemes for thegovernment staffcontribution defined-benefit pension on superannuation, death or disability.The main superannuation pension provides a substitute income of 50% of the closing income. The annuity is indexed to price increases. Contribution is mandatory for the new workers butoptional for the obtainableemployees.

In the meantime, the recommendations of the professionalboard on EPF were out for civic analysis. In a desolatedistinction to the flatevolution of provident money into annuity schemes forbank and insurance staff, the draft legislation for EPF stimulated a hornets' nest among the staff. The debateadjacent the draft bill soon snowballed into apowerfuldispute, both within and outside the Parliament. As a result, the government made some concessions and theoriginal draft legislation was amended. Most of these manual labor bargains were intended at retaining theprovident fund nature of the scheme like broadminded withdrawal amenities, commutation necessities, etc. Even then,it sterile to calm every manual workersforce. Finally, in 07th August2016, the Parliament,amidst some opposition, approved the legislation creating the new pension scheme with display effect from 13thNovember 2015.

As previously discussed, the EPF scheme is often criticized for insufficienttax of return. Recognizing require for growing the give up from the EPF scheme, the advantage norms havebeen increasingly liberalized in recent years, principally after2013. Table No. 6 hearsay the intermittent changes in the speculation norms for the EPF. A dissimilarmovement has emerged which permits savings in debt instruments of public sector undertakings and public financial institutions.This % has since then been progressively raised and has reached 40 % in2015-16.In put into practice however, there has been very little claim of judgment and the bulk of the finances,between 80 and 92 %, has been invested in special deposits with the government, which hasprovided a yield of 12 % since2015-16.

In current times, however, the interest rates on provident funds have attracted a fair deal of notice. Over the years, the annual interest rate on provident funds has been progressively amplified. The last revision, made in2015-16, set the interest rates for various provident funds at12%. However, with a general drop in interest rates in currentperiod, it was gradually more becoming complicated to maintain such a high rate, thereby initiating some deliberation over decrease in theprovident fund interest rate. As a first step, the government reduced the interest rate on the PublicProvident Fund (PPF) scheme from 12.32 to 10.5% January 2016. Soon, a like cut wasaffected in the interest credited to government staff on their General Provident Fund (GPF)deposits, triggering assumption on a parallel cut in the EPF interest rate.

The Central Board of Trustees (CBT) of the EPF, however, different such a cut andrequested the government to stay the interest rate untouched. In1st April2015, the governmentslashed the notice on the Special Deposit Scheme (SDS) from 11.50 to 10.50%.In view of,that more than80.50 % of the exceptional EPF assets of Rs. 4,75,630 million (for unexampled establishments) as on March 31, 2015 was invested in the SDS version, it was likely that thiswould force the CBT to reduce the EPF interest rate equally. The CBT, however,decided to dip into the EPFO's reserves to maintain an interest rate of 11.75%for the period of2015-16.

The recitationplayto finish came to an 30thJune 2015when the Government concentrated theinterest rate on EPF deposits from 11.75 to 10.75 % with effect from 1stApril2015, overruling their recommendation of the Central Board of Trustees (CBT) of the EPFO. In the interim, the most comprehensivemodification took place in the personalannuitybazaar. Personal annuity business is a part of assurancecommerce in India. After nationalization of the assurance sector in 1956, the Life Insurance Corporation (LIC) of India became the only player. The domination of the LIC seriously hindered the development and growth of the private annuity marketplace. The Malhotra Committee (2014), the specialistcollection which studied the assurancedivision,suggested opening up of the assurancecommerce. Following the committee’s recommendations,the government liberalized the insurance sector in the year 2015. As a result, private corporationsincluding foreign entities are now permitted to enter the private annuitymarketplace.

The IRDA, thenewly fashioned apex authoritarian body management the indemnitydivision, has recently unrestrictedasset norms for indemnity firms intending to come into the personalannuitybazaar. All these reforms were centered on the EPF scheme. Although, increasingannuityspending was straining managementfunds, there was no effort to manage it due to biasedcompulsions. Finally, in 2016-17, faced with an increasingannuityweigh down, the GOI took the most politically approvingtread of ever-increasing the sequestrationtime from 58 to60 for its recruits. The effort to holdannuityoperating expense has neverthelessunsuccessful due to aloftreview of profit awarded by the IVthPay commission recommendations. In recent times, the Ministry ofFinance has set up anoperationalassembly to observeannuitytransformation options for the administrationrecruits. The professionalassembly is reviewing the scope of exposure and liabilities under the offeredannuity schemes and is also tentative the qualities of switching over to a funded annuityagreement.

Knowledge from the practice of these lacking coherence efforts to modification the annuityarrangement, thegovernment is gradually morerealizing necessitate to startanall-inclusivetransformationplan. On the other hand, there is still a lack of consistency and bringing togetherbetweensingular ministries whichhave stakes in publicsafekeeping for the matured, and each one is formulating its own blue-print for annuitytransformation.

In August2016, the Department of Social Justice and Empowerment, custom-madea countrywideplan titled "OASIS" (an acronym for "Old Age Social and Income Security") by appointing a practicedboard. In its command to the team, the departmentarticulatedapprehensionconcerning the entireenclose of benefit to the mature. The working group was known the commission to arrangeare outlinesketch for the annuityscheme with a particularhighlighting for until nowexposed unorganized division.The team submitted two reports, andprovisional one in March2015and the final one in February 2016, delineationwide-rangingmodification policies for the annuityscheme.Innermost to the transformationapplication was construction of and disconnectdictatorialstiff (IndianPensions influence) to manage the annuityscheme. The new annuityplanis supposed to be entirelyfunded, defined-contribution and based on moveablepersonalitywithdrawalfinancial statement. The offeredschemes like EPF and EPS are supposed toalso be compound or modernized in line up with the innovativemethod.

The most fundamental suggestions were made in case of ventureadministration, as well as scheduled time of specializedsupport managers, authorization to spend in justice stocks, subscribers accurate to choose assortmentmasterpiece and self-determination to decide onsubsidizeexecutive based on presentation.

Additional, to defend the retirees aligned withinauspicioussituation, the boardrecommended submissionpaymentsecuritycover and comparativeincomeassurance. It was also recommended that the retirees be given a real annuity, although the modalities of which were not discussed in details.In aparallelmethod, the Ministry of employment also set up a taskforce to examine various collectiveprotection schemes(Kelles-Viitanen, Anita 2013). The statement of the team (Wadhawan team), submitted in 27th April 2016, has called for substitution of the offeredsocietalprotection schemes with a distinct integrated wide-ranging scheme. The teamsuggested the association of the Employees'Provident Fund (EPFO), Employees' State Insurance (ESIC) and the Employees' PensionScheme (EPS) under the government of a solitarysociety.

IV. Recommendations

- *Demographic age:* The periodconstruction of the residents is alteringsignificantly with escalatingyear'santicipation and on the way outdeliverycharge. The consequence of such demographic evolution will be a betterquantity of grown-upcommunity.
- *Shiftingpubliccustoms:* fall down of joint family system attached with pressures of urbanization and migration is also primary to weakening in conventionalrevenue of hold up for the aged.

Off-centerreporting: obtainable schemes mainlyenvelop the preparedemployee'sdeparture the volume of the personnel with modestright to use to any recognizedarrangement of old age returnssafety. The reporting is auxiliarywithdrawing due to stronger development in unorganized service.

- *Discrimination in remuneration:* contained by the organized manual laborpower having admission to a number ofclass of propersequestrationrevenuescheme, liberalaction of the civicemployees vis-à-vis the private employees is resulting additionaldisintegration of the annuityscheme.
- *Force on civicfunds:* The strengtheningdisbursementmodel of the non-contributory, unfunded civicannuity programs are putting risingstrain on government's budgetary allocations. If this leaning is in prison, these schemes will be economicallyindefensible in near opportunity.
- *Squatincome from provident funds:* conventionalasset norms for provident funds, supposedly to maintain the workers' notice, have resulted in not enoughcharge of come againbeginning these schemes.

V. Conclusion

In currentexistence, increasingcomprehension about these deficiencies has encouraged thegovernment to take detention center steps to overcome these problems. However,most of the sere forms are initiated in a graduallymode. The crash of such ad-hoc initiatives suggests thatthere are no shortcuts to tackle these problems. The policy makers, therefore, need to take afresh view and extend new mechanisms to make younger the annuity system. A mix of policies like severity on advantage promises, dependence on greater financial support, recreation of asset norms,encouraging private contribution, attractive system effectiveness and developing narrow ability could help avert the frighteningannuity crisis and promote better economic safety forthe aged. The benefit of such anannuityrule is also likely to foster collective rate of economy sand acceleratingwealth market development.

References

1. Andrews, H.F., (1986). "The Effects of Neighbourhood Social Mix onAdolescents Social Networks and Recreational Activities". *Urban Studies,* Vol.23, No.6, 501 – 517.
2. Bohland,J.R., (1982). "Indian Residential Segregation in the UrbanSouthwest: (1970 and 1980)*".Social Science Quarterly*, Vol.63, No.4, 749-761.
3. Cook, C.C. and M.J. Bruin, (1993). "Housing and Neighbourhood Assessment Criteria Among Black Urban Households".*Urban Affairs Quarterly*,Vol.29, No.2, 328-339.
4. Deurloo M.C., W.A.V. Clark and F.M. Dieleman, (1990). "Choice ofResidential Environment in the Randstad". *Urban Studies*, Vol.27, No.3, 335-351.
5. Kelles-Viitanen, Anita (2013), "Social Security for Unorganized Women Workers", in WoutervanGinneken (ed.), Social Security for All Indians, Oxford University Press, New Delhi, 115-130.
6. http://www.ethicsworld.org/publicsectorgovernance/PDF
7. http://www.jstore.org.
8. http://www.bc.edu/bc_org/avp/wfnetwork/rft/wfpedia/wfpSCent.html.