



**E.S.I., P.F., & OTHER INDUSTRIAL LAWTM
PRACTITIONERS' ASSOCIATION**



**E.S.I., P.F., & OTHER INDUSTRIAL LAWTM
PRACTITIONERS' ASSOCIATION**

25th

ANNUAL REPORT

FOR

2019-2020

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Regd Off.:

The Societies Registration Act, 1860.

Admin.Off.:

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Borivali (East), Mumbai-400 066.
Tel.C/o.2870 0850
Telefax : C/o.2870 8200
E-mail : info@epilpa.org

Registration No.Maharashtra State,
Mumbai 671 / 1995 GBBSD.
The Bombay Public Trust Act, 1950
Regd.No. F. 17772 of 27-11-95
Website: www.epilpa.org

Aravalli Business Centre
5th Floor, R.C.Patel Road,
Borivali (West),
Mumbai 400 092.

Dated: 14 / 08 / 2020

NOTICE OF ANNUAL GENERAL MEETING

Notice is hereby given to all members that 25th Annual General Meeting of the Association will be held on 31st August, 2020 at 6.00 p.m. Due to pandemic situation prevailing in Mumbai as well as in the Country, the Association has decided to conduct the Annual General Meeting through Zoom Video Conferencing, to transact the following Agenda.

1. To read, confirm and adopt minutes of 24th Annual General Meeting held on 20th July, 2019.
2. To receive and adopt the Audited statement of Accounts and the Annual Report of the Managing Committee for the Financial year ended 31st March 2020.
3. To approve the Budget for the ensuing Financial Year (i.e 2020-2021).
4. To appoint an Auditor for the Financial Year 2020-2021 and to fix his remuneration.
5. Any other business that may be brought with permission of the Chair.

**For E.S.I., P.F & OTHER INDUSTRIAL LAW
PRACTITIONERS' ASSOCIATION**

Sd/-

**VIVEK N. MANGAONKAR
GENERAL SECRETARY**

Note : All the members are requested to attend the meeting through the below link;

<https://us02web.zoom.us/meeting/register/tZEvcOGorzovGdP818jF36bU9JG4NVnNJHEc>

NOTES:

- (A) **ARTICLE 15: QUORUM:** Three-fifth members present in person and entitled to vote shall form a quorum at any general meeting. In case the members present are less than the prescribed quorum, the meeting shall be adjourned for half-an-hour. However, if there is no quorum even after extended period of thirty minutes, the meeting shall be held on the same day at the same place irrespective of the members present.
- (B) **ARTICLES 16: ADJOURNED MEETING:** If no quorum is present at such an adjourned meeting the members present shall form the quorum to transact "the same agenda at the same place".
- (C) Members are requested to inform the change, if any, in their address and telephone numbers etc. to the office of the Association.
- (D) Members are requested to please register in advance by clicking on the above zoom link to avoid last minute technical glitches.
- (E) Only Members with Active Membership would be allowed to attend. Members having ordinary membership and who have not renewed their membership will not be allowed to attend.
- (F) Epilpa Annual Report & Balance Sheet is made available on EPILPA's Official Website home page which can be accessed by all the eligible members of EPILPA by clicking on the above given link.
- (G) Members are requested to maintain decorum during the virtual house during AGM by keeping their microphone on mute while the committee members are addressing the AGM. Those who want to give any suggestion/objections can "Raise Hand" by clicking on the option given in the Zoom App.
- (H) In case of any queries pertaining to Financial Statements of the EPILPA for the Financial year 2019-20 or for any other queries, kindly write to us on info@epilpa.org at least 7 (seven) days in advance.

NAMES OF OFFICE BEARERS & MANAGING COMMITTEE MEMBERS**CHAIRMAN**

SHRI SURENDRAKUMAR SURI

VICE CHAIRMAN

SHRI STEPHEN K. MOORTHY

GENERAL SECRETARY

SHRI VIVEK N. MANGAONKAR

SECRETARIES

SHRI DAYANAND N. MANGAONKAR

SHRI HIRAL CHHEDA

JOINT SECRETARIES

SHRI JAYESH NANAVATI

SHRI HITESH PATHAK

TREASURER

SHRI AJIT C. SHAH

JOINT TREASURER

SHRI RAICHAND JIWANI

MEMBERS OF THE MANAGING COMMITTEE

SHRI HIREN L. CHHEDA

SHRI DINESH V. MOTTA

SHRI PRAKASH MAHADIK

SHRI DEEPAK SAWANT (**Expired on 4th January, 2020**)

SHRI VINOD DHULAP

SHRI BHAVIK CHHEDA

Minutes of the 24th Annual General Meeting of the Members of the "ESI, PF, & Other Industrial Law Practitioners' Association" held on 20th July, 2019 at 1.30 pm at "C.D.Burfiwala Hall", 601, 6th Floor, All India Institute of Local Self Government, Sthanikraj Bhavan, C.D.Burfiwala Marg (Juhu Lane), (Opp. Mahavir Jain Vidyalaya/Central Excise Office, Andheri Range, Andheri (West), Mumbai 400 058' to transact the Business as per Agenda Dated 29th June, 2019.

In the absence of the quorum, as required under Article 15 of chapter IV of the constitution. Mr. Surendra Kumar Suri, Chairman adjourned the meeting for another 30 (thirty) minutes with the direction that the meeting will commence at 2.00 p.m. sharp irrespective of the quorum at the same venue.

The adjourned meeting commenced sharp at 2.00pm at "C.D.Burfiwala Hall", 601, 6th Floor, All India Institute of Local Self Government, Sthanikraj Bhavan, C.D.Burfiwala Marg (Juhu Lane), (Opp. Mahavir Jain Vidyalaya/Central Excise Office, Andheri Range, Andheri (West), Mumbai 400 058 to transact the following business as per Agenda.

Mr. Vivek Mangaonkar, General Secretary of the Association, welcomed the members present and requested **Mr. Surendra Kumar Suri**, Chairman of the Association to preside over the meeting.

Mr. Vivek Mangaonkar, General Secretary, thereon commenced with the proceedings of the Meeting with the permission of the Chairman.

No. of members present: (List attached)

1. To read, confirm and adopt minutes of 23rd Annual General Meeting held on 28th July, 2018.

Mr. Hiral Chheda read out the minutes of the 23rd Annual General Meeting held on **28th July, 2018** & placed the same before the house for confirmation and adoption.

Since, there were no objections or any queries raised by the members on the minutes read out by Shri Hiral Chhedda, the same were confirmed, approved & adopted unanimously and with majority and hence the following resolution.

Resolution No. 1

"RESOLVED THAT the minutes of the 23rd Annual General Meeting held on **28th July, 2018** are hereby confirmed, approved and adopted."

Proposed by: Mr. Dayanand Kelaskar

Seconded by: Mr. Bharat Poladia

Passed Unanimously

2. To receive and adopt the audited statement of accounts and Annual Reports of Association for the Financial Year ended 31st March 2019.

Mr. Ajit Shah, the Treasurer, presented the audited statements of accounts and the Annual Reports of the Association for the Financial Year ended on **31st March, 2019** and placed it before the house for approval & confirmation. He briefly informed the house about the prudent management and discipline observed by the managing committee for the financial growth of the Association due to which the Association could get a surplus of Rs.5,23,188/- taking the cumulative surplus to Rs.30,62,243/- at the end of the Financial year 31.03.2019 and resulting in the increase of corpus from Rs.46,59,643/- in the Financial year 2017-2018 to Rs.55,92,181/- in Financial Year 2018-2019. The members present in the house appreciated the efforts taken by the managing committee for financial discipline observed it from time to time and placed their gratitude on record by giving big applause to the managing committee.

Mr.Talakshi Dharod stated that all the investments are made in Fixed Deposit with Banks which

needs to be reviewed. He further suggested that certain amount be invested in Mutual Funds and some in Fixed Deposits, which will help in the growth of Income.

After discussion, looking into the risk factor it was decided that the investment in Fixed Deposits be redeemed and the redeemed amount be invested in Mutual Funds. Further, no more queries were raised by the members present in the house, hence the audited statement of accounts & Annual Reports for the Financial Year ended **31st March, 2019** were approved & confirmed unanimously and with majority and hence following resolution was passed.

Resolution No. 2

"**RESOLVED THAT** the Audited Statements of Accounts and the Annual Reports of the Association for the Financial Year ending **31st March, 2019** are hereby confirmed, approved and adopted."

Proposed by: Mr. Talakshi Dharod

Seconded by: Mr. Pankaj Savla

Passed Unanimously,

3. **To approve the Budget for the ensuing Financial Year (i.e. 2019-2020)**

Mr. Dayanand N. Mangaonkar, Hon. Secretary, placed before the house, the budget for the Financial year **2019-2020** & clarified in detail, the expenses to be incurred during the year & how the same would be met by generating revenue during the year with reasonable financial measures.

After due deliberation and discussion on the same, all the members present in house, accepted the recommendations given by the managing committee over the budgetary figures displayed in the budget statement for the Financial Year **2019-2020** and unanimously and with majority approved and passed the said budget and hence the following resolution.

Resolution No. 3

"**RESOLVED THAT** the provisions made for the expenses to be incurred for the Financial year **2019-2020** be and is hereby approved and adopted."

Passed Unanimously,

Proposed by: Mr. Nilesh Dharod

Seconded by : Mr. Sohail Sawani

4. **To appoint an Auditor for the Financial year 2019-2020 and to fix his remuneration.**

Mr. Dayanand N. Mangaonkar, Hon. Secretary informed that the proposal of M/s. S. P. Sule & Associates, the Chartered Accountancy Firm is received by the managing committee and no other CA Firms have shown interest in sending the proposal to our Association for conducting audit. Mr. Dayanand, further informed the house that the concurrence of **Mr. Sandip Sule** to render the professionals services to our Association as an Auditor for the Financial year 2019-2020.

After detailed discussion, the appointment of **Mr. Sandip Sule, Chartered Accountant** of M/s. S. P. Sule & Associates as the Auditor for the Financial Year 2019-2020 with an increased remuneration from Rs.14,300/- to Rs.16,000/- p.a. plus GST as applicable, was approved and confirmed unanimously and with majority and hence following resolution.

Resolution No. 4

"**RESOLVED THAT** Mr. Sandip Sule of M/s. S. P. Sule & Associates be and is hereby appointed as an Auditor for the Financial year 2019-2020 with increased remuneration from Rs.14,300/- to

Rs.16,000/- p.a. plus GST as applicable."

Passed Unanimously,

Proposed by: Mr. Manilal Chheda
Seconded by: Mr. Ritesh Damani

5. **To receive the report of the Chief Election Officer. To conduct election process, if necessary and announce the results of election, if held.**

a) **Shri Vivek Mangaonkar read the report given by the Chief Election Officer Shri. Prashant Jayakar.**

As per report 15 nominations were received against 15 posts and hence the process of voting for election was not required and hence the election committee declared 15 members as elected and appointed as members of new Managing Committee for the period from **2019-2020 to 2021-2022.**

Sr. No.	Name	Sr. No.	Name
1	Shri Surendra Kumar Suri	9	Shri Hiren Chheda
2	Shri Stephen K. Moorthy	10	Shri Dinesh V. Motta
3	Shri Vivek N. Mangaonkar	11	Shri Hitesh Pathak
4	Shri Dayanand N. Mangaonkar	12	Shri Deepak Sawant
5	Shri Ajit Shah	13	Shri Prakash Mahadik
6	Shri Raichand Jiwani	14	Shri Bhavik Chheda
7	Shri Jayesh Nanavati	15	Shri Vinod Dhulap
8	Shri Hiral Chheda		

Hence the Resolution.

Resolution No. 5

"RESOLVED THAT above 15 members are hereby duly elected and appointed as the new member of Managing Committee for the period commencing from **2019-2020 to 2021-2022.**

Passed Unanimously,

Proposed By: Mr. Vinod Dhulap
Seconded By: Mr. Sunil Basakhetre

6. **Any other business that may be brought with permission of the Chair.**

As such there being no other points raised by any of the members present in the house, the meeting concluded with a vote of thanks to the Chair.

Sd/-

Vivek Mangaonkar
General Secretary

Sd/-

Surendra Kumar Suri
Chairman

ANNUAL REPORTDate: 14th August, 2020

Dear Members,

I take pride in placing before you the Twenty-Fifth Annual Report of the Association and summarise the activities carried out during the period 1st July 2019 to 30th June 2020.

New Members

As we scale greater heights, I am delighted to inform you that during the activity year, 2019-2020 new 41 members were enrolled out of which 13 are Ordinary members, 28 are Life members making the total membership of the Association (Ordinary, Life and Associate) to 384 out of which 278 are Life Members, 99 are Ordinary members and 7 are Associate members. I heartily welcome these members in the association. In the present scenario, new persons are getting engaged in the consultancy field who are carrying business on all India basis, hence it is necessary to approach and get in touch with such new consultants and inform them about the activities of the Association so that they come forward and become members of the Association which will help the Association in extending its Jurisdiction all over India, for which all the members should take efforts.

Managing Committee and its Membership

The Support provided by the members has been the greatest strength of the Association. I acknowledge the strong support, dedication and hard work of all the Managing Committee members in executing the principles of the Association and congratulate each member of the Managing Committee for their lively, fruitful and progressive discussions in shaping the Association.

The Zonal Co-ordinators deserve appreciation for sparing time from their busy schedule for progress of Association.

Dear Members, the Association has been in existence for last twenty five years. Members unity, knowledge and skill to deal with day to day problems, interpretation of law, timely compliance and infrastructure for Electronic Maintenance of Records is the Strength of Association. Further, through EPILPA Referencer, EPILPA News, EPILPA Website, Periodical Workshop and Seminars it has been making sincere efforts to enlighten the members on the subject and is confident to receive appreciation from employees/workmen, their Union, Association of Employers and Authorities.

I am attaching herewith the statistics of attendance of the Members of the Managing Committee and the meeting held during the period under review for your information. Some of the members, due to their personal difficulties or preoccupation were not able to attend all the meetings. However such members have been apprised of proceeding of Managing Committee meeting and also their attention was invited to constitution of association and they have requested to be regular in attending all the meetings.

The List of various committee and member is as under:

REFERENCER COMMITTEE

1) Shri Vivek Mangaonkar

WEBSITE COMMITTEE

1) Smt. Radha Pawaskar

SEMINAR/WORKSHOP COMMITTEE

1) Shri Dayanand Mangaonkar

- | | | |
|-------------------------------|-----------------------|-----------------------|
| 2) Shri Ajit Shah | 2) Shri Hiral Chheda | 2) Shri Hiral Chheda |
| 3) Shri Surendrakumar R. Suri | 3) Shri Hitesh Pathak | 3) Shri Bhavik Chheda |
| 4) Shri Hiral Chheda | | 4) Shri Vinod Dhulap |

e-EPILPA News

The e-EPILPA NEWS is being uploaded on website www.epilpa.org on regular basis. We congratulate the website Committee for successfully launching the EPILPA website wherein the members can avail of the various facilities. Also, the Annual reports are uploaded on the website and the details of Annual General Meetings, Special General Body Meetings, seminars and workshops which are organized by the Association on regular basis are posted on the website. The Committee has by launching the website helped in conserving the nature, making the work paperless and taking a big step towards Digital India. All the members are now requested to focus on website Dashboard.

EPILPA Referencer' 2020

I congratulate the Referencer Committee for their endless effort in updating with latest information and changes and in timely publication of the "Referencer 2020" which has brought both, wealth and recognition to the Association in different quarters and demand for referencer is increasing year by year.

ZONAL CO-ORDINATORS

The Zonal Co-ordinators comprises of :-

Sr.No.	Name of Co-ordinator	Area of Operation	Tel.No.
1	Shri Vinod Dhulap	Borivali to Dahanu	9322228043
	Shri Rohan Saple		9820654174
	Shri Prakash Kagalwalla		9322230818
	Shri Ketan Bhansali		9869069659
2	Shri Hiral Chheda	Kandivali to Bandra	9821543843
	Shri Nilesh Dharod		9324782580
	Shri Sunil Basakhetre		9867310793
	Shri Pankaj Savla		9821262351
3	Shri Jayesh Nanavati	South Mumbai	9820328988
	Shri Vijay Nakashe		9819781537
	Shri Anup Gawlani		9892672602
4	Shri Bhavik Chheda	Sion – Chembur - Mulund	9833009299
	Shri Deepak Sawant (Expired on 04.01.2020)		9820192742
	Shri Talakshi Dharod		9820193855
	Shri Tejas Lalka		9820200098
5	Shri Raichand Jiwani	Navi Mumbai – Panvel - Raigad	9821046343
	Shri Sunil Bhavsar		9987558468
	Shri Laxman Phansekar		9820211289
6	Shri Dinesh Motta	Thane – Dombivali - Kalyan - Shahpur	9820155784

	Shri Bhupendra Bhat		9820004503
	Shri Vijay Karnik		9004652775
	Shri Jatin Kenya		9967598731
7	Shri Sohail Sawani	Vapi- Gujarat	9825640584
	Shri Nehal Chokshi		9824149158
8	Shri B. N. Mhetre	Pune	9823036107

Looking at the geography of Mumbai and the widespread membership in this area, the Managing Committee has set up Zonal Co-ordinators, consisting of one managing committee member and an active member in the area to keep proper co-ordination between the Members and the Association. The intention of such system has helped the members to get the difficulties solved instantly. I request the Zonal Co-ordinators to hold workshop and study circles on frequent basis which will help in enlightening of the Members at large and will attract more and more Practitioners to avail benefit of EPILPA Membership.

Seminars/ Workshop

During the period under report "Seminars/Workshops" on various subject matters were held as under;

Sr. No.	Date of Seminar/Workshop	Subject
1	13 th January 2020	Process of online payment of Welfare Fund
2	23 rd November 2019	Code on Wages, 2019

Further during the Lockdown period "Webinars" on following subject matters were held;

Sr. No.	Date of Webinar	Subject	Name of the Speaker
1	28.03.2020	Compliance during lockdown	Advocate S.K.Sharma
2	31.03.2020	MHA Order – Its effect and legal sanctity	EPILPA Members
3	'01.04.2020	Compliance during lockdown	Advocate S.K.Gupta
4	'06.04.2020	Covid-19 Myths and Facts	Dr. Kamlesh Kushalkar
5	'07.04.2020	National Disaster Management Act and Industrial Disputes Act	Senior Counsel, K. M. Naik
6	'08.04.2020	ND Act and ID Act	Advocate Deepak Dave
7	'10.04.2020	ND Act and ID Act	Advocate Mohit Kapoor
8	'13.04.2020	Numerologists Clinical Therapy	Mr. Hitesh Joshi
9	'17.04.2020	Eye Care & Precautions in general	Dr. Rupam Sinha
10	'22.04.2020	ND Act and ID Act	Advocate Shailesh Naidu
11	'23.04.2020	Types of Cancer	Dr. Ratan Gandhi
12	'28.04.2020	Orthopedic Surgeon specialized in	Dr. Neelkanth Dhamnaskar

		Total Joint Replacement	
13	'29.04.2020	PF & PMGKY Scheme of Govt. of India	Mr. Mahendra Kamble
14	'01.05.2020	Discussion on Judgment delivered by Aurangabad Bench of Bom. HC on payment of wages during lockdown period	Advocate S. K. Gupta
15	'11.05.2020	MRTU & PULP Act, 1971	Advocate Mahesh Shukla
16	'13.05.2020	Amendments under Co-op. Housing Society Bye Laws and its effect	Mr. Dayanand Mangaonkar
17	'16.05.2020	Corporate Fraud and Investigation	Mr. Rajkumar Shrivastav
18	'20.05.2020	Insights on International Workman and 7A/7Q/14B Enquiry proceedings and preparation and submission of draft replies	Mr. Vivek Mangaonkar/Mr. Hiren Chheda
19	'26.05.2020	Finance for Non-Financials	Ms. Priyanka Acharya
20	'27.05.2020	Interactive Session Sales Promotion Act, Inter-State Migrant Workmen Act & EPF Act	Mr. Mangaonkar/Mr. Pratik Vaidya
21	'30.05.2020	Right to Information Act	Mr. Rajen Dharod
22	'02.06.2020	Micro, Small and Medium Enterprise Sector – Its challenges and relief and benefits announced by government for its revival	Mr. Hitesh Joshi
23	'04.06.2020	Intricacies of Will and its importance	Mr. Jatin Popat
24	'07.06.2020	Industrial Dispute Act – Retrenchment & Layoff in current perspective	Advocate Girish Deshpande
25	'12.06.2020	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Major Madhukar Katragadda
26	'13.06.2020	FIR/Summons – Procedure and Laws and its impact on employers in case of non-compliance under Labour Laws	Mr. Manoj Mhambrey

The attendance during the Seminar/Workshop was extra ordinary. However, suggestions are welcome on subject matter for seminar which is of common interest to every member specially with reference to insured person under E.S.I and member under E.P.F Scheme.

Accounts 2019-2020

I, place before you consecutively the Twenty-fourth Balance-Sheet for the Financial Year 2019-2020 (April 2019 to March 2020). During the Financial Year 2019-20 the surplus of the Association is Rs.3,22,576/-, taking the total surplus to Rs.39,08,007/- and the corpus of the Association to Rs.60,59,231/-. This is only possible because of the fiscal discipline adopted by the Managing Committee Members. However, this years surplus is much lesser than earlier years. I hope the members will conduct more Seminars/Workshop and such other programmes to increase the surplus.

Association's Office

The Association does not have its office either on rental or on ownership basis however, it has still managed to carry out all the activities with the support of all the members of the Association and also due to the great support of our General Secretary, Mr. Vivek Manganonkar who allowed the Association to use his office premises for carrying out the work of the Association.

However, all the members should take efforts to enroll at least one or two Ordinary/ Associates or Life members to make the association financially sound which will not only help in increase in the Fund but will also help in acquiring suitable office premises and meet the enhanced administrative expenses of the Association.

Loss of the Association

All are aware that this year Association had a great loss due to the sad demise of our Ex-General Secretary Late Shri S.D.Mane who expired on 17th September, 2019 and of our Managing Committee member Late Shri Deepak Sawant who expired on 4th January, 2020.

a) Late Shri S. D. Mane

He was the founder member and first General Secretary of the Association and he was pioneer in framing the Constitution of the Association. During his tenure as General Secretary of the Association he set out the high standards of Association. He was a man of integrity and Association grew and prospered successfully under his able guidance and acknowledging the same will be the greatest tribute to the departed soul of the beloved Mane Sir.. His inspiring leadership and pursuit of excellence have created a company with an enviable reputation.

He took active participation in all the monthly meetings of the Association which were conducted under his guidance. He was the backbone of Association. He will always be revered and remembered throughout the life.

b) Late Shri Deepak Sawant

During his tenure as Member of the Association he took active participation in all the activities of the Association. He took active participation in all the monthly meetings of the Association which were conducted by the Association. It is a great loss to the Association due to his untimely death. He will always be remembered throughout the life.

Acknowledgement

I, thank the management of LCR, CLR & APS Digest for allowing us to print in our Bulletin "EPILPA NEWS", Gist of judgments, Question/ Answer and topics appeared in their relevant monthly magazine.

I, express my sincere gratitude to the Management of "All India Institute of Local Self- Government,

Andheri, Mumbai” and M/s. Bhumika Caterers for making elaborate arrangement for conducting workshops, seminars, and meeting at the instant notice.

I, also express my sincere gratitude to “M/s.Vajra Arts” For excellent and timely printing of our “Referencer-2019”.

I, also thank each one of you for making every occasion fruitful and lively by active participation in activities of the Association and making it successful.

However, we have yet to go a long way in attaining the aims and objects of our Association, for which as stated earlier we have to strive in unison and incessantly and for that matter without you I will render helpless.

With Regards,

Sd/-

SurendraKumar Suri
Chairman

INDEPENDENT AUDITOR'S REPORT

To

**The Members of
ESI, P.F & Other Industrial, Law Practitioners' Association**

Opinion

We have audited the financial statements of M/s. E.S.I., P.F & OTHER INDUSTRIAL, LAW PRACTITIONERS' ASSOCIATION, which comprise the Balance Sheet as at March 31, 2020, and the Statement of Income and Expenditure for the year then ended and notes to the financial statements.

In our opinion, the accompanying financial statements of the entity are prepared, in all material respects, in accordance with The Bombay Public Trust Act, 1950.

Basis of opinion

We conducted our audit in accordance with Standards on Auditing (SAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of these financial statements in accordance with The Bombay Public Trust Act, 1950 and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Trust or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Trust's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the trust's ability to continue as a going concern.
- We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

For S P Sule & Associates
Chartered Accountants
Firm Registration No. 110543W

Sd/-

Sandip Sule
Partner
Membership No. 039399

Place: Mumbai
Date: 10.08.2020

**REPORT OF AN AUDITOR RELATING TO ACCOUNTS AUDITED UNDER
SUB-SECTION [2] OF SECTION 33 & 34 AND RULE 19 OF
THE BOMBAY PUBLIC TRUSTS ACT, 1950**

Registration No. F-17772

Name of the Public Trust : **ES.I, P.F & OTHER INDUSTRIAL LAW PRACTITIONERS' ASSOCIATION**

For the year ending : **31st March, 2020**

[a] Whether accounts are maintained regularly and in accordance with the provision of the Act and the rules made thereunder	YES
[b] Whether receipt and disbursement are properly and correctly shown in the accounts :	YES
[c] Whether the cash balance and voucher in the custody of the manager or trustee on the date of audit were in agreement with the accounts	YES
[d] Whether all books, deeds, accounts, vouchers or other documents or records required by the auditor were produced before him;	YES
[e] Whether a register of movable and immovable properties is properly maintained, the changes therein are communicated from time to time to the regional office and the defects or inaccuracies mentioned in the previous audit report have been duly complied with;	YES
[f] Whether the manager or trustee or any other person required by the auditor to appear before him did so and furnished the necessary information required by him;	YES
[g] Whether any property or fund of the trust were applied for any object or purpose other than the object or purpose of the trust;	NO
[h] The amount of outstanding for more than one year and the amount written off, if any;	NO
[i] Whether tenders are invited for repairs or construction involving expenditure exceeding Rs.5000/-;	N.A
[j] Whether any money of the public trust has been invested contrary to the provision of section 35;	NO
[k] Alienation, if any, of the immovable property contrary to the provision of section 36 which have come to the notice of the Auditor;	N.A
[l] All cases of irregular, illegal or improper expenditure, or failure or omission to recover monies or other property belonging to the public trust or of loss or waste of money or other property thereof, and whether such expenditure, failure, omission, loss or waste was caused in consequence of breach of trust or misapplication or any other misconduct on the part of the trustees or any other person while in the management of the trust;	N.A
[m] Whether the budget has been filed in the form provided by rule 16A	YES
[n] Whether the maximum and minimum number of the trustees is maintained;	YES
[o] Whether the meetings are held regularly as provided in such instrument;	YES
[p] Whether the minute books of the proceedings of the meeting is maintained;	YES
[q] Whether any of the trustee has any interest in the investment of the trust	NO
[r] Whether any of the trustee is a debtor or creditor of the trust;	NO
[s] Whether the irregularities pointed out by the auditors in the accounts of the previous year have been duly complied with by the trustees during the period of audit;	YES
[t] Any special matter which the auditor may think fit or necessary to bring to the notice of the Deputy or Assistant Charity Commissioner.	NIL

For S.P.SULE & ASSOCIATES

CHARTERED ACCOUNTANTS

Firm Registration No. 110543W

Sd/-

Sandip Sule

(Partner)

Membership No. 039399

Place: Mumbai

Date : 10.08.2020

**THE BOMBAY PUBLIC TRUST ACT, 1950
SCHEDULE IX C
[Vide Rule – 32]**

Statement of Income liable to contribution for the year ending 31.03.2020

**Name of the Public Trust : E.S.I., P.F & OTHER INDUSTRIAL, LAW PRACTITIONERS' ASSOCIATION
Registration No. F -17772**

	Rs.	Rs.
I. INCOME AS SHOWN IN THE INCOME & EXPENDITURE ACCOUNT (SCHEDULE -IX)		984,365
II. ITEMS NOT CHARGEABLE TO CONTRIBUTION UNDER SECTION 58 AND RULE 32		
(i)' Donations received from other Public Trust and Dharmadas	-	
(ii) Grant received from Government and Local authorities	-	
(iii) Interest on Sinking or Depreciation Fund	-	
(iv) Amount spent for the purpose of secular education	661,789	
(v) Amount Spent for the Purpose of medical relief	-	
(vi) Amount spent for the purpose of veterinary treatment of Animals	-	
(vii) Expenditure incurred from donation for relief of distress caused by scarcity, drought,flood,fire or other natural calamity	-	
(viii) Deductions out of income from Lands used for agricultural Purposes		
[a] Land Revenue and Local Fund Cess	-	
[b] Rent Payable to superior landlord	-	
[c] Cost of production, if lands are cultivated by trust	-	
(ix) Deductions out of income from lands used for non-agriculture purposes:-		
[a] Assessment,Cesses and other Government or Municipal taxes	-	
[b] Ground rent payable to the superior landlord	-	
[c] Insurance premium	-	
[d] Repairs at 10 per cent of gross rent of building let out	-	
[e] Cost of collection at 4 percent of gross rent of building let out	-	
[x] Cost of collection of Income or receipt from securities stock , etc. at 1 per cent of such income.	-	
[ix] Deductions on accountant of repairs in respect of building not rented & yielding no income at 10 per cent of the estimated gross annual rent.	-	
GROSS ANNUAL INCOME CHARGEABLE TO CONTRIBUTION RS.	-	661,789
		322,576

Certified that while claiming deduction admissible under the above schedule,. The Trust has not claimed any amount twice either wholly or partly, against any of the items mentioned in the Schedule which have the effect of double - deduction.

**For S.P.SULE & ASSOCIATES
CHARTERED ACCOUNTANTS
Firm Registration No. 110543W**

Trust Address :A-501, Shiv Hara, Kasturba Road No .2,
Borivali [East], Mumbai – 400 066.

Sd/-

Sd/-

Sd/-

**Sandip Sule
(Partner)
Membership No. 039399**

**S R Suri
Chairman**

**Vivek N. Mangaonkar
Gen. Secretary**

Sd/-
Dayanand N. Mangaonkar
Secretary

Sd/-
Ajit Shah
Treasurer

**Place : Mumbai
Date: 10/08/2020**

Name of the Public Trust : E.S.I.P.F. & OTHER INDUSTRIAL LAW PRACTITIONERS ASSOCIATION
BALANCE SHEET AS AT MARCH 31, 2020

FUNDS & LIABILITIES	31.03.2020	31.03.2019	PROPERTY AND ASSETS	31.03.2020	31.03.2019
Trust Funds or Corpus :-			Immovable Properties:- (at cost)		
Entrance Fees			Balance as per last Balance Sheet	-	-
Balance as per last Balance Sheet	161,750	145,750	Additions during the year	-	-
Add : During the year	12,100	16,000	Less : Sale during the year	-	-
	173,850	161,750	Depreciation up to date	-	-
Life Membership Fees				-	-
Balance as per last Balance Sheet	1,589,500	1,389,500	Investments :- (Schedule A)		
Add : During the year	315,500	200,000	Bonds & Securities	-	-
	1,905,000	1,589,500	FD With Banks	2,600,000	3,490,240
Other Earmarked Funds :-					
(Created under the provision of the trust deed or scheme or out of the Income)			Fixed Assets		
Depreciation Fund			Tangible		
Balance as per last Balance Sheet	-	-	Balance as per last Balance Sheet	-	-
Add : During the year	-	-	Additions during the year	-	-
	-	-	Less : Sale during the year	-	-
Reserve Fund			Depreciation up to date	-	-
Balance as per last Balance Sheet	5,000	5,000			
Add : During the year	-	-	Intangible		
	5,000	5,000	Balance as per last Balance Sheet	28,000	36,000
Loans (Secured or Unsecured) :-			Additions during the year	-	-
From Trustees	-	-	Less : Sale during the year	-	-
From Other	-	-	Depreciation up to date	8,000	8,000
	-	-		20,000	28,000
Liabilities :-			Current Assets and Loans and Advances:-		
For Expenses	64,374	247,500	To Trustees	-	-
For Advances	2,000	3,000	To Employees	-	-
For Rent and Other Deposits	-	-	To Contractors	-	-
For Taxes	-	-	To Lawyers	-	-
For Sundry Credit Balance	-	-	To Other -		
	66,374	250,500	Life Membership Fees Receivable	-	-
Income and Expenditure Account :-			Referencer Charges Receivable	-	5,675
Balance as per last Balance Sheet	3,585,431	3,062,243	Prepaid Expenses	432	9,817
Less : Appropriation , if any	-	-	Other Deposit & Advances	4,305	4,305
Add : Surplus as per I & E A/c	322,576	523,188		4,737	19,797
Less : Deficit as per I & E A/c	-	-	Income Outstanding :-		
	3,908,007	3,585,431	Rent	-	-
Unidentified receipt			Interest (Schedule D)	-	324,993
Balance as per last Balance Sheet	1,000	-	Other Income (Schedule C)	72,722	61,864
	1,000	-		72,722	386,857
			Cash and Bank Balances :-		
			a) In Current A/C with Jain Sahakari Bank	3,331,558	1,654,017
			b) Cash-in-hand	30,214	13,270
				3,361,772	1,667,287
Total	6,059,231	5,592,181	Total	6,059,231	5,592,181

Notes to Accounts: Schedule F
As per our report of even date

The above Balance sheet to the best of my/our belief contains a true account of the Funds and Liabilities and of the Property and Assets of the Trust.

For S.P.SULE & ASSOCIATES
CHARTERED ACCOUNTANTS
Firm Registration No. 110543W

Sd/-

Sandip Sule
(Partner)
Membership No. 039399

Sd/-

S R Suri
Chairman

Sd/-

Vivek N. Mangaonkar
Gen. Secretary

Sd/-

Dayanand N. Mangaonkar
Secretary

Sd/-

Ajit Shah
Treasurer

**Name of the Public Trust : E.S.I.P.F. & OTHER INDUSTRIAL LAW PRACTITIONERS ASSOCIATION
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED ON MARCH 31, 2020**

EXPENDITURE	31.03.2020	31.03.2019	INCOME	31.03.2020	31.03.2019
<u>To Expenditure in respect of Properties :-</u>			By Rent in respect of Properties	-	-
Rates, Taxes, Cesses	-	-			
Repairs and maintenance	-	-			
Salaries	-	-	<u>By Interest</u>		
Insurance	-	-	On Bonds, Securities and FD (Sch E)	192,305	267,789
Depreciation	-	-	On Bank	-	-
Other Expenses	-	-		192,305	267,789
To Establishment Expenses (Sch B)	147,003	80,805	By Commission	-	-
To Remuneration to Trustees	-	-	By Donations in cash or kind	-	-
To Remuneration	-	-	By Grants	-	-
To Legal Expenses	-	-	<u>By Income from other sources</u>		
To Rent	-	-	Admission Fees	-	-
To Contribution and Fees	-	-	Membership Fees	29,500	61,000
To Audit Fees	16,874	16,874	Seminar Fees	343,000	682,050
To Miscellaneous Expenses	-	-	Referencer Charges	419,460	408,925
To Depreciation	8,000	8,000	Refund of Income tax	-	-
To Amount transferred to Reserve or specific funds	-	-	Dividend	100	100
<u>To Expenditure on object of the Trust :-</u>			Miscellaneous Income		5,210
a. Religious	-	-		792,060	1,157,285
b. Educational	489,912	796,207	By Transfer from Reserve	-	-
c. Medical Relief	-	-			
d. Relief of poverty	-	-			
e. Other Charitable objects	-	-			
	489,912	796,207			
To Surplus carried over to Balance Sheet	322,576	523,188			
TOTAL	984,365	1,425,074	TOTAL	984,365	1,425,074

As per our report of even date

For S.P.SULE & ASSOCIATES
CHARTERED ACCOUNTANTS
Firm Registration No. 110543W

Sd/-
S R Suri
Chairman

Sd/-
Vivek N. Mangaonkar
Gen. Secretary

Sd/-
Sandip Sule
(Partner)
Membership No. 039399

Sd/-
Dayanand N. Mangaonkar
Secretary

Sd/-
Ajit Shah
Treasurer

Place : Mumbai
Date : 10.08.2020

**E.S.I.P.F. & OTHER INDUSTRIAL LAW PRACTITIONERS ASSOCIATION
FINANCIAL YEAR 2019-2020**
SCHEDULE A : INVESTMENTS

Particulars	31.03.2020	31.03.2019
FD With Cosmos Bank (02415020451147)	1,000,000	-
FD With Cosmos Bank (02415020451154)	1,000,000	-
FD With Jain Sahakari Bank (20056/1471/1)	-	115,192
FD With Jain Sahakari Bank (20056/1471/2)	-	130,118
FD With Jain Sahakari Bank (20056/1471/3)	-	268,472
FD With Jain Sahakari Bank (20056/1471/4)	-	265,726
FD With Jain Sahakari Bank (20056/1471/5)	-	123,469
FD With Jain Sahakari Bank (20056/1471/6)	-	183,325
FD With Jain Sahakari Bank (20056/1471/7)	-	183,327
FD With Jain Sahakari Bank (20056/1471/8)	-	183,325
FD With Jain Sahakari Bank (20056/1471/9)	-	123,470
FD With Jain Sahakari Bank (20052/6971/1)	200,000	-
FD With Jain Sahakari Bank (20052/6971/2)	200,000	-
FD With Jain Sahakari Bank (20052/6971/3)	200,000	-
FD With Saraswat Bank (KD/892/8)	-	387,460
FD With Saraswat Bank (KD/892/9)	-	387,523
FD With Saraswat Bank (KD/892/10)	-	387,691
FD With Saraswat Bank (KD/892/11)	-	303,770
FD With Saraswat Bank (KD/892/12)	-	447,372.00
Total	2,600,000	3,490,240

SCHEDULE B : ESTABLISHMENT EXPENSES

Particulars	31.03.2020	31.03.2019
Account writing Charges	10,000	10,000
Bank Charges	422	313
Amt w/off	5,675	4,439
Courier charges	6,421	5,158
Office expenses	17,100	16,106
Interest TDS	89	-
Salary	-	-
Printing & Stationery	27,539	18,178
Postage & Telegram Expenses	-	-
Secretarial Charges	9,000	9,000
Website expenses	25,168	17,311
Xerox Expenses	-	300
Tavelling expense	45,589	-
Total	147,003	80,805

**E.S.I.P.F. & OTHER INDUSTRIAL LAW PRACTITIONERS ASSOCIATION
FINANCIAL YEAR 2019-2020**
SCHEDULE C : TDS

Particulars	31.03.2020	31.03.2019
TDS (A.Y. 2013-14)	8,949	8,949
TDS (A.Y. 2017-18)	27,432	27,432
TDS (A.Y. 2018-19)	13,361	13,361
TDS (A.Y. 2019-20)	12,122	12,122
TDS (A.Y. 2021-22)	10,858	-
Total	72,722	61,864

SCHEDULE D : ACCRUED INTEREST

Particulars	31.03.2020	31.03.2019
Accrued interest on Fixed deposit with Jain Sahakari Bank		
Opening Balance	93,295	322,031
Add/(Less): During the year	-	93,295
Add/(Less): Adjusted during the year	(93,295)	(322,031)
	-	93,295
Accrued interest on Fixed deposit with Saraswat Bank		
Opening Balance	231,698	123,439
Add/(Less): During the year	-	139,911
Add/(Less): Adjusted during the year	(231,698)	(31,652)
	-	231,698
Total	-	324,993

SCHEDULE E : INTEREST INCOME

Particulars	31.03.2020	31.03.2019
Interest income on FD with Jain Sahakari Bank	83,725	121,223
Interest income on FD with Saraswat Bank	-	146,566
Interest income on FD with Cosmos Bank	108,580	-
Total (Rs.)	192,305	267,789

Schedule 'F'**Significant Accounting Policies and Notes to Accounts for F.Y 2019-20****1) Background :**

E.S.I., P.F & Other Industrial Law Practitioners' Association is a public Charitable Trust registered under The Bombay Public Trust Act, 1950 under Reg. No. F - 17772 (Mumbai)

2) Basis of accounting :

The Trust adopts accruals method of accounting except for Membership Fees.

3) Investments and Income on investments :

Investments are stated at Cost and income on investments are recognised on accrual basis.

4) Depreciation

Trust has registered its Trademark which is recognised as Intangible Asset and is depreciated over a period of 5years on Straight line Method.

**For S. P. Sule & Associates
Chartered Accountants
Firm Registration No. 110543W**

Sd/-

**Sandip Sule
Partner
Membership No. 039399**

Place: Mumbai

Date: 10.08.2020

BUDGET OF EPILPA FOR THE A/C YEAR 2020-2021

PAYMENTS	AMOUNT	RECEIPT		AMOUNT
MEETING, WEBINAR/SEMINAR EXPENSES	200000	MEMBERSHIP RENEWAL FEES		75000
PRINTING & STATIONERY	225000	MEMBERSHIP RENEWAL FEES FROM NEW MEMBERS		15000
POSTAGE, TELEGRAPH & COURIER	100000	MEMBERSHIP RENEWAL FEES FROM ASSOCIATE MEMBERS		3000
STAFF SALARY/ACCOUNT WRITING CHARGES	160000	INTEREST ON INVESTMENT		275000
OFFICE & ADMINISTRATION EXPENSES	60000	OTHER INCOME		
WEBSITE EXPENSES	30000	WEBINAR/SEMINAR FEES	150000	
AUDIT FEES	15000	SALE OF REFERENCER	250000	400000
TELEPHONE EXPENSES	10000	DEFICIT		77000
CONVEYANCE & TRAVELLING EXPENSES	20000			
MISCELLANEOUS EXPENSES	25000			
TOTAL	8450000	TOTAL		845000