



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



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

26th

**ANNUAL REPORT
FOR
2020-2021**

Contents

Notice of 26 th Annual General Meeting	3-4
Minutes of the 25 th Annual General Meeting held on 31 st August, 2020.....	5-6
26 th Annual Report of the Association.....	7-11
Independent Auditors Report	12-13
Auditor Report.....	14
Statement of Income liable to contribution for the Financial year ending 31 st March, 2021	15
Balance Sheet for the Financial year ending 31 st March, 2021.....	16
Income and Expenditure Account for the Financial year ending 31 st March, 2021.....	17
Schedule A and B	18
Schedule C, D and E.....	19
Schedule F	20
Budget for the Financial year 2021-2022.....	21

Regd Off.:

The Societies Registration Act, 1860.

Admin.Off.:

A-501.' Shiv Hara.'Kasturba Road No.2
Borivali (East), Mumbai-400 066.

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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: 06/ 07 / 2021

NOTICE OF ANNUAL GENERAL MEETING

Notice is hereby given to all members that 26th Annual General Meeting of the Association will be held on 24th July, 2021 at 4.30 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 25th Annual General Meeting held on 31st August, 2020.
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 2021.
3. To approve the Budget for the ensuing Financial Year (i.e 2021-2022).
4. To appoint an Auditor for the Financial Year 2021-2022 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 link, which will be provided separately.

Also the Balance Sheet for the Financial Year 2020-2021 will be provided separately.

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 2021-22 or for any other queries, kindly write to us on info@epilpa.org atleast 7 (seven) days in advance.

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

SHRI SURENDRAKUMAR SURI

VICE CHAIRMANSHRI STEPHEN K. MOORTHY (EXPIRED ON
07.05.2021)**GENERAL SECRETARY**

SHRI VIVEK N. MANGAONKAR

SECRETARIESSHRI DAYANAND N. MANGAONKAR
SHRI HIRAL CHHEDA**TREASURER**

SHRI AJIT C. SHAH

JOINT SECRETARIESSHRI JAYESH NANAVATI
SHRI HITESH PATHAK**JOINT TREASURER**

SHRI RAICHAND JIWANI

MEMBERS OF THE MANAGING COMMITTEE

SHRI HIREN L. CHHEDA
SHRI DINESH V. MOTTA
SHRI PRAKASH MAHADIK
SHRI VINOD DHULAP
SHRI BHAVIK CHHEDA

Minutes of the 25th Annual General Meeting of the Members of the “ESI, PF, & Other Industrial Law Practitioners’ Association” held on 31st August, 2020 at 6.00 pm through Zoom Video Conferencing to transact the Business as per Agenda Dated 13th August, 2020.

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 6.30 p.m. sharp irrespective of the quorum at the same venue.

The adjourned meeting commenced sharp at 6.30pm through **Zoom Video Conferencing** 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 24th Annual General Meeting held on 20th July, 2019.

Mr. Hiral Chheda read out the minutes of the 24th Annual General Meeting held on **20th July, 2019** & 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 24th Annual General Meeting held on **20th July, 2019** 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 year ended 31st March 2020.

Mr. Ajit Shah, the Treasurer, presented the audited statements of accounts and the Annual Reports of the Association for the year ended on **31st March, 2020** 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.3,22,576/- taking the cumulative surplus to Rs.35,85,431/- at the end of the year 31.03.20120 and resulting in the increase of corpus from Rs.55,92,181/- in the year 2018-2019 to Rs.60,59,231/- in 2019-2020. 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.

Further, no queries were raised by the members present in the house, hence the audited statement of accounts & Annual Reports for the year ended **31st March, 2020** 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 year ending **31st March, 2020** 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 year (i.e. 2020-2021)**

Mr. Dayanand N. Mangaonkar, Hon. Secretary, placed before the house, the budget for the Accounting year **2020-2021** & 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 year **2020-2021** 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 year **2020-2021** 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 year 2020-2021 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 year 2020-2021.

After detailed discussion, the appointment of **Mr. Sandip Sule, Chartered Accountant** of M/s. S. P. Sule & Associates as the Auditor for the year 2020-2021 with an increased remuneration from Rs.16,000/- to Rs.18,000/- 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 year 2020-2021 with increased remuneration from Rs.16,000/- to Rs.18,000/- p.a. plus GST as applicable."

Passed Unanimously,

Proposed by: Mr. Manilal Chheda

Seconded by: Mr. Ritesh Damani

5. **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 REPORT

Date: 28th June, 2021

Dear Members,

I take pride in placing before you the Twenty-Sixth Annual Report of the Association and summarise the activities carried out during the period 1st July 2020 to 30th June 2021.

New Members

As we scale greater heights, I am delighted to inform you that during the activity year, 2020-2021 new 14 members were enrolled out of which 7 are Ordinary members, 7 are Life members making the total membership of the Association (Ordinary, Life and Associate) to 399 out of which 288 are Life Members, 104 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 six 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
- 2) Shri Ajit Shah
- 3) Shri Hiral Chheda

WEBSITE COMMITTEE

- 1) Smt. Radha Pawaskar
- 2) Shri Hiral Chheda
- 3) Shri Hitesh Pathak

SEMINAR/WORKSHOP COMMITTEE

- 1) Shri Dayanand Mangaonkar
- 2) Shri Hiral Chheda
- 3) Shri Bhavik 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' 2021

Due to Covid-19 all across the country, the printing and publishing was a difficult task, hence this year the EPILPA Referencer-2021 was not published.

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.

Webinars

During the period “Webinars” on following subject matters were held;

SR. NO	DATE OF WEBMINAR	SUBJECT OF WEBMINAR	SPEAKER
1	7/1/2020	Benefits under ESIS in current Pandemic situation, migrant Workmen & ESI Benefits & relief for the employers.	Mr.Pranay Sinha-ESIC-IC & his team
2	7/4/2020	Analysis of New Tax Regime and Old Tax Regime.	Mr.Rakesh Mahadik
3	7/7/2020	Various Laws applicable to Educational Institutions including Labour Laws and various compliance thereunder.	Adv.Jayant Shaligram
4	7/11/2020	SC Judgement for payment of wages during lockdown period & Settlement procedure with Workers.	Mr.Vishram Deshpande, Dy.Labour Commissioner, Govt. of Maharashtra
5	7/18/2020	Contract Labour(R & A) Act,1970 and Various disruptive practices thereunder.	Dr.R.Krishna Murthy
6	7/22/2020	Disruption in industry due to pandemic situation & Termination, Retrenchment & Lay off Practices & Precedents.	Adv.Jayant Shaligram, Supreme Court
7	7/25/2020	Work from home policy-Implementation, Precaution, Trade categories & Challenges.	Mrs.Vaishali Raut-HR Manager
8	7/30/2020	Transforming Organizations through HR Practices.	Mr.Kevin Dias-HR Professional
9	8/1/2020	Man Management, relationship & handling of corporate challenges during this pandemic situation.	Spiritual Speaker- CA Mr.Suresh Subramanian
10	8/6/2020	Liability Of Directors of the Company under various Indian Laws in case on Non-Compliance, Default etc. & its Implications.	Adv.Krupa Parekh
11	8/8/2020	EPF & MP Act, 1952 and Schemes framed thereunder.	Anchor- Mr.Dayanand Mangaonkar
12	8/24/2020	ESI Act, 1948 and The Regulations thereunder.	Anchor- Mr.Dayanand N. Mangaonkar
13	8/25/2020	Basics of Bonus/Gratuity/EPF Act for Interns & Probationers.	Mr.Ramesh Soni
14	8/29/2020	Law & Precedents For ESI Notices in form C-18, C-19, Orders u/s 45A, 45AA etc.	Mr.Nilesh Dharod (EPILPA Member)
15	9/5/2020	Finer points of Appointment Letters % Law relating to Exit Formalities of Outgoing Employees.	Adv Guljit Singh Luggani (EPILPA Member)

16	9/9/2020	Disruptive Practices under Factories Act, 1948 with Maharashtra Rules.	Bhavik Chheda (EPILPA MC Member)
17	9/12/2020	Compliance & Legal aspects of Gratuity Act, 1972 & e-inspection.	Mr.Pankaj Savla (EPILPA MC Member)
18	9/16/2020	Legal Perspective on Contract Labour(R & A) Act,1970.	Mr.Rohan Saple (EPILPA MC Member)
19	9/19/2020	Due Diligence under Labour Laws & Practices & Preparation.	Mr.Prakash Mahadik (EPILPA MC Member)
20	9/23/2020	Amendments under Labour Laws during past 3 years.	Mr.Hiral Chheda (EPILPA MC Member)
21	9/26/2020	Principles of Cross Examination in Domestic Enquires & 7A Proceedings - Law & Precedents.	Adv.Jayant Shaligram (Advocate High Court)
22	9/29/2020	PF Trust Management & Practices.	Mrs.Radha (Rohini) Pawaskar (EPILPA MC Member)
23	9/30/2020	Employee Life Cycle & Employee Engagement Programs.	Mr.Vinod Dhulap (EPILPA MC Member)
24	10/3/2020	De-Coding Code on Social Securities, 2020.	Mr.Vivek Mangaonkar, Mr.Hiral Chheda, Mr.Surendrakumar Suri, Mr.Dayanand, Mr.Bhavik, Mr.Pankaj Savla
25	10/10/2020	Constitutional set up of Social Secularity Organization & how it is differing from old set up.	Mr.Vivek Mangaonkar, Mr.Hiral Chheda, Mr.Surendrakumar Suri, Mr.Dayanand, Mr.Bhavik, Mr.Pankaj Savla, Mrs.Radha Pawaskar
26	10/17/2020	De-Coding Code on Occupational Safety, Health & Working Conditions 2020.	Mr.Bhavik Chheda, Mr.Vijay Nakashe, Mr.Hemant Nakashe, Mr.Nitin Gupta, Mr.Praksash Kagalwala, Adv.Keshav Korgaonkar
27	10/24/2020	Benefits under ESI Act & Regulations thereunder.	Mr.Praksash Mahadik
28	10/28/2020	Atal Bimit Vyakti Kalyan Yojana.	Additional Commissioner of ESIC, Maharashtra, Shri Pranay Sinha
29	10/31/2020	How to define & present scope of the services to the Clients and what should be mentioned in Service Level Agreement for Compliance Services.	Mrs.Divya Kumar Dave
30	11/21/2020	Use of Right to Information Act for Seeking Information from ESIC & EPFO.	Mr.Talakshi Dharod
31	11/28/2020	Discussion on Draft Social Security(Central) Rules, 2020	EPILPA Members
32	2/5/2020	Medical Facilities Available for Ips in Current ERA.	Dr.Dattatray Kamble

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 2020-2021

I, place before you consecutively the Twenty-fifth Balance-Sheet for the Financial Year 2020-21 (April 2020 to March 2021). During the Financial Year 2020-21 the surplus of the Association is Rs.1,60,690/-, taking the total surplus to Rs.40,68,697/- and the corpus of the Association to Rs.65,28,421/-. During the said Financial Year there were no Seminars held and also the reference was not published due to the pandemic situation due to which revenue could not be earned. Whatever income has been earned is due to the Fixed Deposit Interest. Hence, this years surplus is much lesser than earlier years.

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 Mangaonkar 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 Founder member and Presently the Vice Chairman of the Association Late Shri Stephen Krishna Moorthy who expired on 7th MAY, 2021.

Late Shri Stephen Krishna Moorthy

Late Shri Stephen Krishna Moorthy, was associated with EPILPA for more than 35 years. He was one of the Founder member of the Association and also the Vice Chairman of the Association till his last breath i.e. 7th May, 2021.

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 Shri Stephen Moorthy. His inspiring leadership and pursuit of excellence have created a company with an enviable reputation for which you shall always be delighted and proud of his contributions.

He always remained a source of strength and inspiration for all of us. We always used to get inspired by the enthusiasm and commitments exhibited by him on many occasions. At this age also he continued with his admirable performance for EPILPA. He always stood by the new and upcoming consultants like what Father will do and for many he was **"Moorthy Uncle"**.

He was down to earth and a person having deep roots in the society and also having social recognition. He was an excellent man. He had no enemies and none of his friends like him. We will always love him and remember him throughout our life.

Acknowledgement

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

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, 2021, 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: 05.07.2021

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. <u>F-17772</u>	
Name of the Public Trust : ES.I, P.F & OTHER INDUSTRIAL LAW PRACTITIONERS' ASSOCIATION	
For the year ending : 31st March, 2021	
[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 tender 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 : 05/07/2021	

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

Statement of Income liable to contribution for the year ending 31.03.2021

**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)		288,164
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	54,757	
	(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 account 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.	-	233,407

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/-
Sandip Sule
(Partner)
Membership No. 039399

Sd/-
S R Sui
Chairman

Sd/-
Vivek N. Mangaonkar
Gen. Secretary

Sd/-
Dayanand N. Mangaonkar
Secretary

Sd/-
Ajit Shah
Treasurer

Place : Mumbai
Date: 05/07/2021

Name of the Public Trust : E.S.I.P.F. & OTHER INDUSTRIAL LAW PRACTITIONERS ASSOCIATION
BALANCE SHEET AS AT MARCH 31, 2021

FUNDS & LIABILITIES	31.03.2021	31.03.2020	PROPERTY AND ASSETS	31.03.2021	31.03.2020
Trust Funds or Corpus :-			Immovable Properties:- (at cost)		
Entrance Fees			Balance as per last Balance Sheet	-	-
Balance as per last Balance Sheet	173,850	161,750	Additions during the year	-	-
Add : During the year	22,000	12,100	Less : Sale during the year	-	-
	195,850	173,850	Depreciation up to date	-	-
Life Membership Fees				-	-
Balance as per last Balance Sheet	1,905,000	1,589,500	Investments :- (Schedule A)		
Add : During the year	300,000	315,500	Bonds & Securities	-	-
	2,205,000	1,905,000	FD With Banks	4,100,000	2,600,000
Other Earmarked Funds :-			Fixed Assets		
(Created under the provision of the trust deed or scheme or out of the Income)			Tangible		
Depreciation Fund	-	-	Balance as per last Balance Sheet	-	-
Sinking Fund	-	-	Additions during the year	-	-
Reserve Fund	-	-	Less : Sale during the year	-	-
Building Fund	5,000	5,000	Depreciation up to date	-	-
	5,000	5,000	Intangible		
Loans (Secured or Unsecured) :-			Balance as per last Balance Sheet	20,000	28,000
From Trustees	-	-	Additions during the year	-	-
From Other	-	-	Less : Sale during the year	-	-
	-	-	Depreciation up to date	8,000	8,000
Liabilities :-				12,000	20,000
For Expenses	51,874	64,374	Current Assets and Loans and Advances :-		
For Advances	2,000	2,000	To Trustees	-	-
For Rent and Other Deposits	-	-	To Employees	-	-
For Taxes	-	-	To Contractors	-	-
For Sundry Credit Balance	-	-	To Lawyers		
	53,874	66,374	To Other -		
Income and Expenditure Account :-			Life Membership Fees Receivable	-	-
Balance as per last Balance Sheet	3,908,007	3,585,431	Referencer Charges Receivable	-	-
Less : Appropriation , if any	-	-	Prepaid Expenses	6,808	432
Add : Surplus as per I & E A/c	160,690	322,576	Other Deposit & Advances	4,305	4,305
Less : Deficit as per I & E A/c	-	-		11,113	4,737
	4,068,697	3,908,007	Income Outstanding :-		
Unidentified receipt	-	1,000	Rent	-	-
			Interest (Schedule D)	60,151	-
			Other Income (Schedule C)	90,816	72,722
				150,967	72,722
			Cash and Bank Balances :-		
			a) In Current A/C with Cosmos Bank	362,953	1,524,948
			b) In Current A/C with Jain Sahakari Bank	1,861,674	1,806,610
			c) Cash-in-hand	29,714	30,214
				2,254,341	3,361,772
Total	6,528,421	6,059,231	Total	6,528,421	6,059,231

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/-
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 : 05/07/2021

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, 2021

EXPENDITURE	31.03.2021	31.03.2020	INCOME	31.03.2021	31.03.2020
To Expenditure in respect of Properties :-			By Rent in respect of Properties	-	-
Rates, Taxes, Cesses	-	-			
Repairs and maintenance	-	-			
Salaries	-	-	By Interest		
Insurance	-	-	On Bonds, Securities and FD (Sch E)	241,254	192,305
Depreciation	-	-	On Bank	-	-
Other Expenses	-	-		241,254	192,305
To Establishment Expenses (Sch B)	47,843	147,003	By Commission	-	-
To Remuneration to Trustees	-	-			
To Remuneration	-	-	By Donations in cash or kind	-	-
To Legal Expenses	-	-			
To Rent	-	-	By Grants	-	-
To Contribution and Fees	-	-			
To Audit Fees	16,874	16,874	By Income from other sources		
To Miscellaneous Expenses	-	-	Admission Fees	-	-
To Depreciation	8,000	8,000	Membership Fees	22,000	29,500
To Amount transferred to Reserve or specific funds	-	-	Seminar Fees	23,500	343,000
			Referencer Charges	410	419,460
			Refund of Income tax	-	-
To Expenditure on object of the Trust :-			Dividend	-	100
a. Religious	-	-	Miscellaneous Income	1,000	-
b. Educational	54,757	489,912		46,910	792,060
c. Medical Relief	-	-			
d. Relief of poverty	-	-	By Transfer from Reserve	-	-
e. Other Charitable objects	-	-			
	54,757	489,912			
To Surplus carried over to Balance Sheet	160,690	322,576			
TOTAL	288,164	984,365	TOTAL	288,164	984,365

As per our report of even date

For S.P.SULE & ASSOCIATES

CHARTERED ACCOUNTANTS	Sd/-	Sd/-
Firm Registration No. 110543W	S R Suri	Vivek N. Mangaonkar
	Chairman	Gen. Secretary
Sd/-		
Sandip Sule	Sd/-	Sd/-
(Partner)	Dayanand N. Mangaonkar	Ajit Shah
Membership No. 039399	Secretary	Treasurer
Place : Mumbai		
Date : 05/07/2021		

**E.S.I.P.F. & OTHER INDUSTRIAL LAW PRACTITIONERS ASSOCIATION
FINANCIAL YEAR 2020-2021**
SCHEDULE A : INVESTMENTS

Particulars	31.03.2021	31.03.2020
FD With Cosmos Bank (02415020451147)	1,000,000	1,000,000
FD With Cosmos Bank (02415020451154)	1,000,000	1,000,000
FD With Cosmos Bank (024200101069499)	500,000	-
FD With Cosmos Bank (024200101069505)	500,000	-
FD With Cosmos Bank (024200101069514)	500,000	-
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 Jain Sahakari Bank (20052/6971/5)	200,000	-
FD With Jain Sahakari Bank (20052/6971/6)	200,000	-
FD With Jain Sahakari Bank (20052/6971/7)	200,000	-
Total	4,100,000	2,600,000

SCHEDULE B : ESTABLISHMENT EXPENSES

Particulars	31.03.2021	31.03.2020
Account writing Charges	10,000	10,000
Bank Charges	260	422
Amt w/off	-	5,675
Courier charges	-	6,421
Office expenses	20,374	17,100
Interest TDS	-	89
Printing & Stationery	500	27,539
Secretarial Charges	9,000	9,000
Website expenses	7,709	25,168
Tavelling expense	-	45,589
Total	47,843	147,003

**E.S.I.P.F. & OTHER INDUSTRIAL LAW PRACTITIONERS ASSOCIATION
FINANCIAL YEAR 2020-2021**
SCHEDULE C : TDS

Particulars	31.03.2021	31.03.2020
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. 2020-21)	10,858	10,858
TDS (A.Y. 2021-22)	18,094	-
Total	90,816	72,722

SCHEDULE D : ACCRUED INTEREST

Particulars	31.03.2021	31.03.2020
Accrued interest on Fixed deposit with Cosmos Bank		
Opening Balance	-	-
Add/(Less): During the year	60,151	-
Add/(Less): Adjusted during the year	-	-
	60,151	-
Total	60,151	-

SCHEDULE E : INTEREST INCOME

Particulars	31.03.2021	31.03.2020
Interest income on FD with Jain Sahakari Bank	43,894	83,725
Interest income on FD with Cosmos Bank	197,360	108,580
Total (Rs.)	241,254	192,305

Schedule 'F'**Significant Accounting Policies and Notes to Accounts for F.Y 2020-21****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: 05.07.2021

BUDGET OF EPILPA FOR THE A/C YEAR 2021-2022

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	845000	TOTAL		845000