

**F. No. 20011/2/2021-CMPF**

Government of India  
Ministry of Coal

Shastri Bhawan, New Delhi 110011

Dated: 08<sup>th</sup> October, 2025

**Subject: Public Consultation on Draft of Coal Mines Employees' Provident Fund and Miscellaneous Provisions Bill, 2025, reg.-**

The Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 was enacted to make provisions for framing of a Provident Fund Scheme, a Family Pension Scheme and a Deposit Linked Insurance Scheme for the workers employed in coal mines. The Act is a pre-constitution Act and has been amended several times. Considering the significant developments in areas such as industrial disputes resolution, working conditions, social security, wage regulation and digitalization, it is proposed to undertake a comprehensive review and strengthen the provisions of the Act. This will ensure its effectiveness in meeting the present and future needs of the coal sector.

2. In view of the above, Ministry of Coal proposes to repeal the Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 and re-enact a new law with necessary modifications including legally institutionalizing CMPFO, to bring parity with Employees Provident Fund and Miscellaneous Provisions Act, 1952 and other social security laws and decriminalization of the existing penal provisions, to bring it in conformity with the current scenario and circumstances. Based on stakeholder consultations, draft Coal Mines Employees' Provident Fund and Miscellaneous Provisions Bill, 2025 has been prepared.

3 To facilitate further consultations, an explanatory note to provide a brief overview of the Bill has also been prepared. The draft Bill and Explanatory note are attached.


4. All the stakeholders are requested to send their comments / suggestions through email in MS-Office Word Format by 07th November 2025 at the email id- "**so-cmpf@gov.in**". The subject of the email should clearly mention "Comments/ suggestions on the proposed CMPF&MP Bill, 2025".

5. Alternatively, comments / suggestions may be addressed to the



Under Secretary, CMPF Section, Ministry of Coal, Government of India, Shastri Bhawan, New Delhi - 110001. The envelope may be superscribed with "Comments/suggestions on the proposed CMPF&MP Bill, 2025".

**Encl: As above**

  
(Kunal Prasad)

Under Secretary to the Government of India

**Explanatory Note for consultation on Draft Coal Mines Employee's Provident Fund and Miscellaneous Provisions Bill, 2025**

**BACKGROUND**

1.1 The Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 was enacted to make provisions for framing of a Provident Fund Scheme, a Family Pension Scheme and a Deposit Linked Insurance Scheme for the workers employed in coal mines.

1.2 The Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 is administered by the Ministry of Coal through Coal Mines Provident Fund Organization. As the Government of India is reviewing the pre-constitutional Acts to assess their continued relevance in the present context, it has been considered necessary to take remedial actions, including repeal, re-enactment or consolidation of multiple central acts governing similar subject matter into single, streamlined enactment, as the case may be.

1.3 The Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 has been amended 7 times, in the years 1950, 1951, 1965, 1970, 1971, 1976 and 1996. Considering the significant developments in areas such as industrial disputes resolution, working conditions, social security, wage regulation and digitalization, particularly the enactment of four labour codes in the recent past, it has been observed that in order to address the existing shortcomings in the Coal Mines Provident Fund and Miscellaneous Provisions Act, 1948 and to obviate the difficulties experienced by the Coal industry, it is essential to undertake a comprehensive review and strengthen the provision of the Act. This will ensure its effectiveness in meeting the present and future needs of the coal sector.

1.4 It is, therefore, proposed to repeal the Coal Mines Provident



Fund and Miscellaneous Provisions Act, 1948 and re-enact a new law with necessary modifications including legally institutionalizing the organization, to bring parity with Employees Provident Fund and Miscellaneous Provisions Act, 1952 and other social security laws and decriminalization of the existing penal provisions, to bring it in conformity with the current scenario and circumstances.

### **Salient features of the Coal Mines Employee's Provident Fund and Miscellaneous Provisions Bill, 2025**

2.1 That the structure of the Act has been comprehensively modified.

2.2 That the existing Board of Trustees (BoT) is proposed to be replaced with the Coal Mines Employee's Provident Fund Board, thereby ensuring more robust and accountable regulatory framework. The constitution of the Board has also been modified to ensure efficient governance, adequate representation and effective oversight of the administration of the Provident Fund.

2.3 To promote gender inclusivity and representation, it is proposed that out of six persons representing employees, at least one representative shall mandatorily be a woman.

2.4 That various detailed modes of recovery of dues have been incorporated in the proposed Bill, thereby strengthening the enforcement mechanism and ensuring timely realization of provident fund dues.

2.5 That provisions have been made for the transfer of provident fund amounts to other establishments, thereby facilitating the mobility of employees and ensuring continuity of benefits.

2.6 That the penal provisions of the Act have been proposed to be partially decriminalized, with the substitution of imprisonment by monetary penalties and additional penalties, thereby ensuring a more pragmatic and reformative approach.

2.7 That the appointment of Adjudicating Officers for the determination and imposition of penalties has been proposed, ensuring a fair and expeditious informal adjudication process.

2.8 That a new fund, namely the "Protection of Coal Mines Employees Fund," is proposed to be established, providing mechanism to safeguard the welfare and interests of coal mines employees.

2.9 That an opportunity to prefer an appeal before the Central Industrial Tribunal, constituted by the Central Government under Section 7A of the Industrial Disputes Act, 1947, has been proposed, thereby providing an effective appellate remedy.

2.10 That the proposed Act contains provisions for repeal and savings, thereby ensuring a smooth transition from the existing

legal regime to the new framework without prejudice to rights and liabilities accrued under the repealed enactment.

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