



EMPLOYEES' ENROLMENT SCHEME 2025

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The Employees' Enrolment Campaign-2025 provides a special window for employers to voluntarily enroll eligible employees who were left out from Employees' Provident Fund (EPF) coverage between 1st July, 2017 and 31st October, 2025, and to regularize their past compliance under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

Eligibility Criteria & Scope: Left out employees who joined the establishment between 1st July 2017 and 31st October 2025 and are alive and currently working under the concerned establishment.

Salient Features:

- (i) The scheme is operational for 6 months, from 1st November 2025 to 30th April, 2026.
- (ii) Employee's share of contributions is waived in respect of such declared employees, if such share has not been deducted from Salary.
- (iii) Employer is to remit employer's share, interest on arrears, administrative charges and lumpsum of ₹100 penal damages per establishment.
- (iv) The establishments facing inquiry under section 7A of the EPF & MP Act, 1952/ Para 26B of the EPF Scheme, 1952/ Para 8 of the EPS Scheme, 1995, are also eligible to avail benefit of the scheme, by limiting the Penal Damages to Rs. 100 per establishment. However, under such circumstances, the employer is required to pay all other dues including the employer's share, the employees' share, the administrative charges and interest on arrears.

The enrolment is done only through online portal and verification is undertaken using Face Authentication Technology (FAT) for ensuring transparency. The coverage of such left-out employees will enhance transparency, formalize the workforce and bring more employees under the ambit of social security.

This information was given by the Minister of State for Labour and Employment Sushri Shobha Karandlaje in written reply to a question in Rajya Sabha today.

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