

Employees' Enrolment Campaign (EEC) – 2025

Purpose of the Scheme

Voluntary Declaration

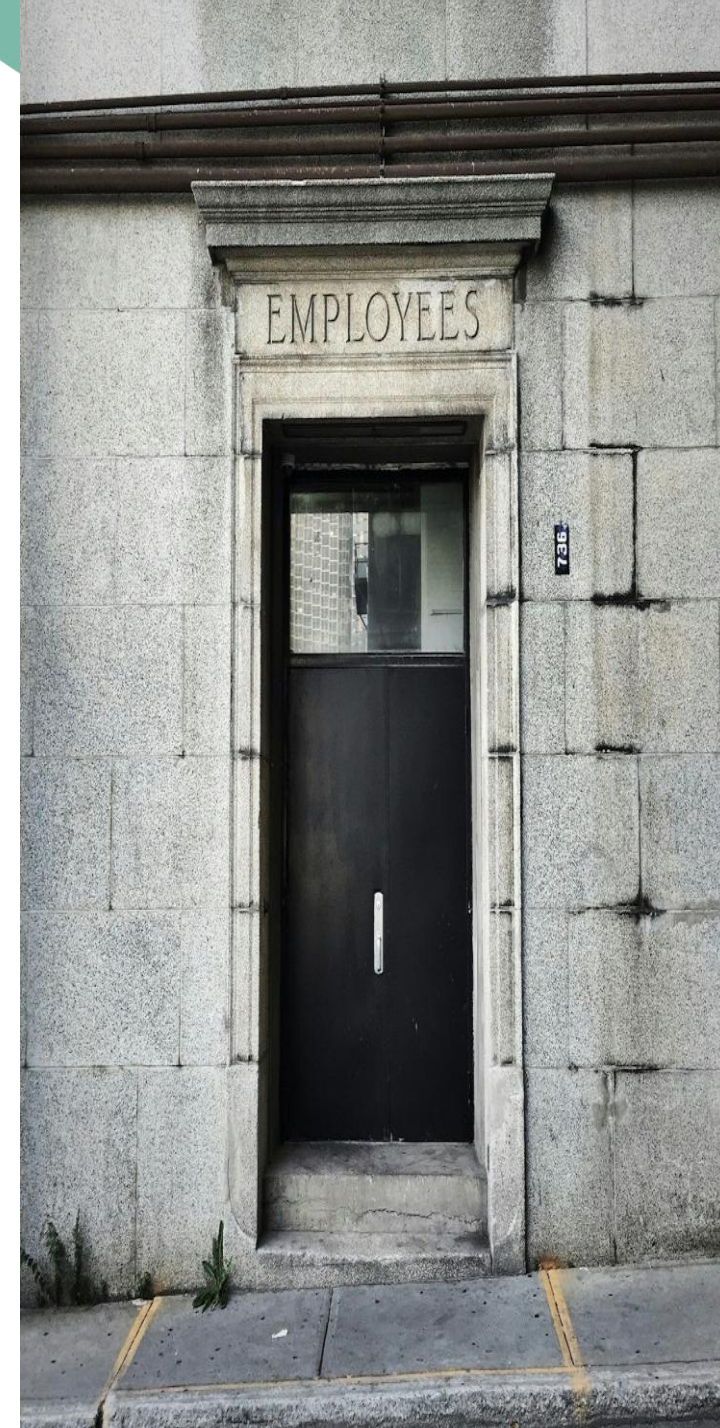
EEC 2025 enables employers to voluntarily declare employees previously left out of EPF, enhancing compliance and coverage under the scheme.

Mutual Benefits

This initiative benefits both employers and employees by ensuring financial security and compliance, fostering a more inclusive workforce.

Targeted Enrollment

The campaign specifically targets employees who joined between July 2017 and October 2025 but were not enrolled, addressing gaps in coverage.



Eligibility Criteria for EEC 2025

Eligible Employee Criteria

Employees must have joined between 01 July 2017 and 31 October 2025, ensuring they are alive and actively employed at the declaration date.

No Prior Registration Needed

There is no requirement for prior EPF registration, allowing previously unregistered employees to be declared under this campaign.

Coverage for All Establishments

This scheme applies even if the establishment was not previously covered under EPF, enhancing inclusivity for employers.



Key Benefits to Employers

Employee Share Waiver

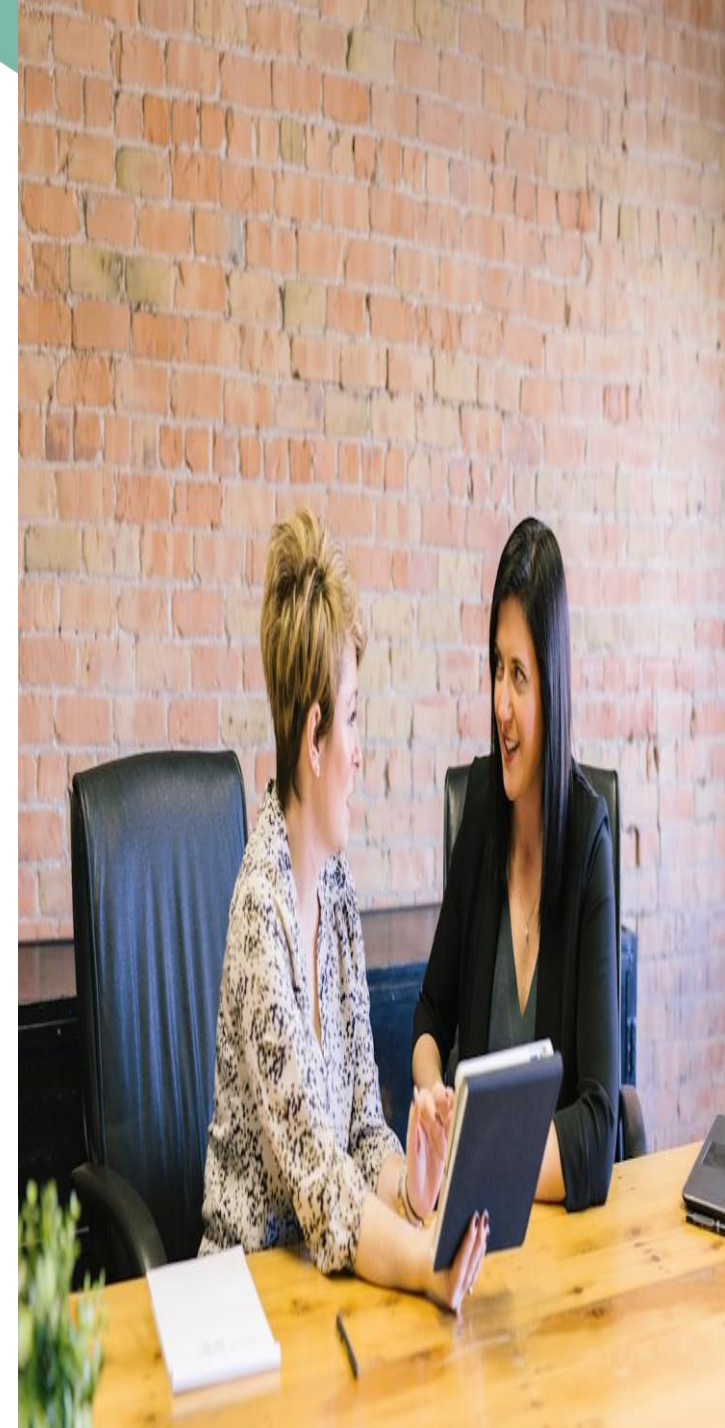
Employers benefit as employees' PF share is fully waived if not previously deducted, reducing financial liabilities significantly for unregistered employees.

Employer Share Payable

Only the employer's contribution is payable retrospectively, including interest under Section 7Q and applicable administrative charges, simplifying compliance.

Capped Damages

Damages for non-compliance are capped at ₹100 for the entire default period, making it financially manageable for employers to rectify past omissions.



Important Conditions for EEC 2025

Face-authenticated UAN Creation

Employers must create a face-authenticated Universal Account Number (UAN) for each eligible employee via the UMANG application to ensure compliance.

Declaration via EPFO Portal

All declarations must be submitted through the EPFO portal, ensuring a streamlined process for enrollment and compliance with the EEC 2025.

Single Declaration Allowed

Employers are permitted to make only one declaration under the EEC 2025, emphasizing the importance of accuracy and completeness in submissions.



UMANG

THE SPIRIT OF NEW INDIA

Linkage with PM-Viksit Bharat Rojgar Yojana

- **Government Subsidies**

Employers opting for EEC 2025 can receive government subsidies for new employees, enhancing financial support for workforce expansion and compliance.

- **Baseline Adjustments**

Additional employees declared under EEC 2025 will be added to the employer's baseline, facilitating future subsidy calculations and compliance tracking.

- **Registration Timeline**

Registration for Part B of PM-VBRY begins six months after EEC declaration, ensuring timely access to benefits for newly enrolled employees.

- **Employment Boost**

The linkage aims to significantly boost employment rates while ensuring compliance with EPF regulations, fostering a healthier workforce ecosystem.

Employees' Enrolment Campaign 2025

PURPOSE OF THE SCHEME

EEC 2025 enables employers to declare previously unenrolled employees under EPF, enhancing compliance and employee benefits, effective from 1 November 2025 to 30 April 2026.

ELIGIBLE EMPLOYEES

Employees who joined between 1 July 2017 and 31 October 2025, are alive, and were not previously enrolled under EPF can be declared under this scheme.

EMPLOYER BENEFITS

Employers benefit from a waiver of employee contributions, only needing to pay employer contributions, capped damages at ₹100, and protection from legal actions.

KEY CONDITIONS

Employers must create face-authenticated UANs via UMANG, declare through the EPFO portal, and ensure compliance with all stipulated conditions for eligibility.

LINKAGE WITH PM-VBRY

Employers opting for EEC 2025 can access PM-VBRY benefits, including government subsidies for new employees and adjustments to baseline employee counts.

Common Challenges and Solutions



DECLARING ELIGIBLE EMPLOYEES

Employers must ensure all eligible employees are declared under EEC 2025, avoiding potential penalties. Regular audits can help identify overlooked individuals.



ADDRESSING COMPLIANCE ISSUES

Handling previous compliance issues is crucial. Employers should proactively resolve past discrepancies to ensure smooth participation in the EEC 2025.



TRAINING STAFF ON PROCEDURES

Training staff on the new EPFO portal procedures is essential. This ensures accurate declarations and compliance, reducing errors during the enrolment process.



MAINTAINING ACCURATE RECORDS

Accurate record-keeping for all declarations is vital. Implementing robust tracking systems can enhance transparency and facilitate audits by EPFO.

Thank You