

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 100
TO BE ANSWERED ON 29.01.2026**

EMPLOYEES' ENROLMENT SCHEME 2025

100. SHRI LAHAR SINGH SIROYA:

SHRI RYAGA KRISHNAIAH:

SHRI SADANAND MHALU SHET TANAVADE:

Will the Minister of Labour and Employment be pleased to state:

- (a) the objectives of Employees' Enrolment Scheme 2025;**
- (b) the eligibility criteria and coverage under the scheme;**
- (c) the benefits provided to employers and employees;**
- (d) whether the scheme is contributing to workforce formalisation and data transparency; and**
- (e) if so, the details thereof?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a): The Employees' Enrolment Campaign-2025 provides a special window for employers to voluntarily enroll eligible employees who were left out from 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.

(b): 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.

(c): Salient Features: (i) The scheme is operational for 6 months, from 1st November 2025 to 30th April, 2026.

(ii) Employee 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.

(d) & (e): 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.
