



कर्मचारी भविष्य निधि संगठन  
(श्रम मंत्रालय भारत सरकार)  
**Employees' Provident Fund Organisation**  
(Ministry of Labour, Govt. Of India)  
मुख्य कार्यालय / Head Office  
भविष्य निधि भवन, 14-भीकाजी कामा प्लेस, नई दिल्ली-110066  
[www.epfindia.gov.in](http://www.epfindia.gov.in)/[www.epfindia.nic.in](http://www.epfindia.nic.in)  
(CENTRAL ANALYSIS & INTELLIGENCE UNIT)

No.CAIU/11(71)2017/MOT

Date: 31/07/2017

To

All ACCs Zones  
All RPFC-I/RPFC-II (Incharge of Regional Offices).

Sub: - Clarification regarding unskilled/semiskilled workers under PMRPY Scheme – reg.

Sir,

Please refer to the above.

A clarification was sought from the Government (MOL&E) on the subject issue vide this office letter dated 18/07/2017 (copy enclosed). The Government has clarified the same vide their e-mail communication dated 19/07/2017 & 21/07/2017 (copy enclosed) stating therein that the scheme was intended to target "unskilled & semiskilled" workers and would be applicable to those workers whose wages/salary was up to Rs.15000/- per month. Thus, all those workers drawing the salary/wages up to Rs.15000/- per month will fall in the category of "unskilled/semiskilled" and will be eligible under the scheme whereas those drawing monthly salary/wages Rs.15001/- and above will be in the category of "skilled" workers and not eligible under the scheme.

The other eligibility conditions (new UAN etc) remain unchanged.

It is requested to bring the above clarifications to the notice of all the concerned to avail the PMRPY benefits.

Encl: as above.

Yours faithfully,

(A.K. MANDAL)

Regional Provident Fund Commissioner- I (CAIU)

- Original Message -----

From: **Pravin Srivastava** <pravin.srivastava@nic.in>

Date: Jul 21, 2017 10:27:23 AM

Subject: RE: Clarification regarding unskilled/semi skilled workers under PMRPY scheme – Regarding.

To: cpfc@epfindia.gov.in

Cc: secy-labour@nic.in, as-labour@gov.in, rpfc.caiu@epfindia.gov.in, acc.hq@epfindia.gov.in, neeravkr@nic.in, harsh.kaushik@epfindia.gov.in, diremp.dge@gov.in, baweja.shikha@gmail.com, shailja\_2k3@yahoo.co.in, "MP(G) Section" <mpgsection@gmail.com>

Dear Dr Joy,

This is with reference to the trailing email and our tele-conversation on seeking a clarification on the issue of classifying skill levels amongst the eligible workers. This has been examined in the Ministry and it may be mentioned that the Budget Announcement of 2016-17 stated that the PMRPY Scheme was intended to target semi-skilled and unskilled workers and would be applicable to those workers whose wage/salary was up to Rs 15,000/- per month.

However, keeping in view the challenges faced by industry/establishments in identifying the skill levels amongst workers and classifying them in semi-skilled and unskilled, it has been decided to consider the skill-level eligibility using the salary/wage limit as Rs 15,001/- per month for the target group. The other eligibility conditions (new UAN etc) remain unchanged. Necessary modifications in the PMRPY software may kindly be made to implement this decision.

Regards

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**Pravin Srivastava**  
**Additional Director General (Employment)**  
**Ministry of Labour & Employment**

**Government of India**  
**511-A Wing, Shram Shakti Bhawan, Rafi Marg**  
**New Delhi - 110119**  
**Telefax: 011 - 23350896**

TBT\*\*\*\*\*

**From:** Pravin Srivastava [mailto:pravin.srivastava@nic.in]  
**Sent:** 19 July, 2017 6:33 PM  
**To:** 'cpfc@epfindia.gov.in'  
**Cc:** 'rpfc.caiu@epfindia.gov.in'; 'acc.hq@epfindia.gov.in'; 'harsh.kaushik@epfindia.gov.in'; 'diremp.dge@gov.in'; 'baweja.shikha@gmail.com'; 'shailja\_2k3@yahoo.co.in'; 'MP(G) Section'  
**Subject:** RE: Clarification regarding unskilled/semi skilled workers under PMRPY scheme – Regarding.



Dear Dr Joy,

This is with reference to the trailing email and telephonic discussions that we had on the issue of capturing information on the level of skills under the PMRPY Scheme for new employees. It may be seen that the PMRPY Scheme itself did not mandate the capturing of skills of the new employees, though it was mentioned as an intent in the Budget Announcement of 2016-17. We also understand that industry/potential beneficiaries are facing a challenge in capturing this information as it is not directly measurable.

To obviate this issue, it is proposed that we may modify the "Skill-Level" field in the PMRPY Portal to include "Skilled", "Semi-skilled" and "Unskilled" in the drop down menu and process their cases if they are otherwise eligible (new UAN, wage limit etc).

Kindly let us know if these changes will address the issue.

Regards

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**Pravin Srivastava**  
**Additional Director General (Employment)**  
**Ministry of Labour & Employment**

**Government of India**  
**511-A Wing, Shram Shakti Bhawan, Rafi Marg**  
**New Delhi - 110119**  
**Telefax: 011 - 23350896**

TBT\*\*\*\*\*

**From:** [rpfc.caiu@epfindia.gov.in](mailto:rpfc.caiu@epfindia.gov.in) [<mailto:rpfc.caiu@epfindia.gov.in>]  
**Sent:** 18 July, 2017 5:49 PM  
**To:** [pravin.srivastava@nic.in](mailto:pravin.srivastava@nic.in)  
**Subject:** Clarification regarding unskilled/semi skilled workers under PMRPY scheme – Regarding.

Respected Sir,

Please find the attached letter.

With regards,

(CAIU TEAM)

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From:

केन्द्रीयविश्लेषणएवंप्रज्ञताइकाई,

Central Analysis and Intelligence Unit,

Employees Provident Fund Organisation,

Head Office, Bhikaji Cama Place,

New Delhi-110066.

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कर्मचारी भविष्य निधि संगठन  
(श्रम मंत्रालय भारत सरकार)

**Employees' Provident Fund Organisation  
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(CENTRAL ANALYSIS & INTELLIGENCE UNIT)

No.CAIU/011(71)2016/MOL Textile

Date: 18.07.2017

To

**The Secretary,**  
Ministry of Labour & Employment,  
Shram Shakti Bhawan,  
New Delhi - 110 001.

(By Name to Shri Pravin Srivastava, DGLW)

**Sub:- Clarification regarding unskilled/semi skilled workers under PMRPY scheme -  
Regarding.**

Sir,

The PMRPY / PMPRPY scheme that is in operation has been designed to incentivize employers for generation of new employment where Government of India will be paying 8.33% EPS contribution of Employer for all new employees enrolled in EPFO for first three years of their employment. The scheme is applicable to those new employees in the target group of **semi-skilled & unskilled workers**, with salary upto Rs.15,000/- per month.

It has been mentioned in the PMRPY scheme that the definition mentioned in EPF & MP Act 1952, Section 2, would be applicable mutatis mutandis to the PMRPY scheme as well. Under Section 2 of the Act, the term 'employee' has been defined which doesnot discriminate skilled, semi-skilled and unskilled. However, in the PMRPY, new employees are to be in the category of '**unskilled & semi-skilled**' workers with salary upto Rs.15,000/- per month. But, in the EPF & MP Act and the schemes framed there under, the terms '**unskilled & semi-skilled**' have not been defined anywhere.

This has created confusion in the industries/amongst stake holders as to how to indentify this **unskilled / semi-skilled** workers / employees in the absence of any clarity on definition either in the EPF & MP Act or in the PMRPY.

Hence, it has become imminent to have a clarity on definition of **unskilled/semi-skilled** which would be uniformly applicable Pan-India for smooth implementation of the PMRPY/PMPRPY scheme.

It is, therefore, requested to issue clarifications on the above issue of unskilled and semi-skilled for the purpose of the PMRPY scheme or Government may consider to remove the condition of applicability of the qualification of semi-skilled/ unskilled which will enable thereby new employees to avail the PMRPY benefits.

Yours faithfully,

*(Signature)*

(M. Narayanappa)

Addl Central P.F. Commissioner (HQ)