



कर्मचारी भविष्य निधि संगठन

Employees Provident Fund Organisation

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

(MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA)

मुख्य कार्यालय/Head Office

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No. Compliance/BKG-27/5/2021-BKG/e-38791/ 114066

Date:

01 DEC 2025

To

All Additional Central P.F. Commissioners (Zones)

All Regional P.F. Commissioners / Officers-in-Charge of Regional Offices

Subject: Discontinuation of Extension of Timeline for Mandatory Aadhaar Seeding with UAN for Filing of ECR in respect of Establishments in the North East Region and Certain Classes of Establishments beyond 31.10.2025 – Reg.

- References:**
1. H.O Circular No. BKG-27/7/2020-G/pt. V dated 01.06.2021
 2. H.O Circular No. WSU/15(1)2019/ATR/529 dated 15.06.2021
 3. H.O Circular No. BKG-27/5/2021-BKG dated 11.09.2021
 4. H.O Circular No. BKG-27/5/2021-BKG/E-38791/1 dated 01.04.2022
 5. H.O Circular No. BKG-27/5/2021-BKG-38791 dated 18.04.2023
 6. H.O Circular No. BKG-27/5/2021-BKG-38791 dated 05.06.2024
 7. MoL&E Communications dated 07.01.2025 and 28.10.2025

Madam/Sir,

The mandatory requirement for filing Electronic Challan-cum-Return (ECR) only for those members whose Aadhaar number is seeded and verified with their Universal Account Number (UAN) was introduced w.e.f. 01.06.2021.

Considering the implementation challenges initially faced by employers and employees, several extensions were provided through the cited circulars and Ministry of Labour & Employment communications. These relaxations specifically covered:

1. North East Region (NER): States of Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, and Tripura.
2. Specific Industries: Beedi-making, Building & Construction, and Plantation industries (including Tea, Coffee, Cardamom, Pepper, Jute, Rubber, Cinchona, Cashewnuts, etc.).

The most recent extension, granted vide MoL&E communication dated 28.10.2025, allowed the above categories time until 31.10.2025.

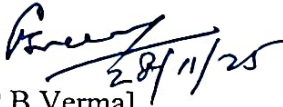
Over the past four years, adequate opportunities have been provided to complete Aadhaar-UAN seeding and verification. Current pendency is marginal and continues to decline steadily.

In view of the above, and to prevent further dependency on recurring extensions, it has been decided not to grant any further extension.

Therefore, it is hereby conveyed that the timeline for Aadhaar seeding and verification with UAN will not be extended beyond 31.10.2025.

All Zonal Offices (ZOs) and Regional Offices (ROs) are instructed to immediately commence intensive sensitisation and awareness drives targeting the concerned employers. Employers must be clearly informed that ECR filing for the wage month of November 2025 onwards will be permitted only for members whose Aadhaar is duly seeded and verified with UAN, without exception.

This issues with the approval of the Central Provident Fund Commissioner.


[P.B. Verma]
Addl. CPFC (Compliance)

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