

# **Employees' Provident Fund Organisation**

**(Ministry of Labour & Employment, Government of India)**

## **Frequently Asked Questions (FAQ)**

### **Employees' Enrolment Campaign, 2025 (EEC-2025)**

**[Issued pursuant to Notification G.S.R. 749(E) dated 10.10.2025  
G.S.R. No. 791(E) and 792(E) dated 27.10.2025]**

#### **1. What is the Employees' Enrolment Campaign, 2025 (EEC-2025)?**

The Employees' Enrolment Campaign, 2025 is a special compliance window notified by the Ministry of Labour & Employment, Government of India, vide G.S.R. 749(E) dated 10.10.2025, under Section 5 read with sub-section (1) of Section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952).

It allows employers to voluntarily declare and enrol eligible employees who were left out from EPF coverage during the period 01.07.2017 to 31.10.2025, and to regularize their past compliance.

#### **2. What is the duration of the Campaign?**

The Campaign shall commence on 1st November, 2025 and cease on 30th April, 2026.

Declarations filed beyond 30th April, 2026 shall not be considered under the EEC-2025.

#### **3. What is the objective of the Scheme?**

The objective of the EEC-2025 is to:

- a. Facilitate voluntary compliance by employers in enrolling all eligible employees left out of EPF coverage;
- b. Enable employers to regularize past defaults with minimal penal consequences; and
- c. Broaden the social security coverage under the EPF & MP Act, 1952.

#### **4. Who can participate in the Campaign?**

All establishments, whether already covered or not covered under the EPF & MP Act, 1952, are eligible to participate in the Employees' Enrolment Campaign, 2025.

## **5. Which employees can be declared under this Campaign?**

Employers may declare and enrol employees who:

- a. Joined employment during the period 01.07.2017 to 31.10.2025,
- b. Were eligible for EPF membership but were not enrolled earlier, and
- c. Are alive and still in employment with the establishment on the date of declaration.

## **6. What are the procedural requirements for making a declaration?**

- a. Declarations shall be filed online only through the EPFO Portal.
- b. Employers shall generate a Face Authentication-based UAN for each declared employee using the UMANG App.
- c. Contributions shall be remitted using Electronic Challan-cum-Return (ECR) linked to a Temporary Return Reference Number (TRRN) generated during the declaration process.

## **7. What are the financial implications for employers under the Campaign?**

Under the EEC-2025:

- a. Employee's share of contribution stands waived for the declared period, if not deducted earlier.
- b. Employer's share, along with interest (under Section 7Q) and administrative charges, must be deposited by the employer.
- c. Damages across all three schemes (EPF, EPS, and EDLI) shall be limited to a lump-sum amount of ₹100 per establishment.

## **8. Are multiple declarations permitted under the Campaign?**

No. An employer can file only one declaration under the Employees' Enrolment Campaign, 2025.

## **9. Can employers facing inquiries under the EPF Act participate?**

Yes.

- All establishments, including those facing inquiries under:

- Section 7A of the EPF & MP Act, 1952,
  - Paragraph 26B of the Employees' Provident Fund Scheme, 1952, or
  - Paragraph 8 of the Employees' Pension Scheme, 1995,
- are eligible to participate.

However, if the declaration pertains to the period under inquiry, the benefit of the Campaign shall be limited to damages of ₹100 per establishment.

### **10. What happens if an employee has exited before the declaration?**

No suo motu action shall be initiated for employees who exited prior to the declaration, provided:

- a. All eligible existing employees have been duly declared, and
- b. No dues remain unpaid for any past or present employees whose contributions were deducted.

### **11. What are the consequences of false declarations?**

Any declaration made through misrepresentation or suppression of facts shall be treated as void ab initio and shall attract penal action under the provisions of the EPF & MP Act, 1952, and the relevant Schemes.

### **12. Is there any linkage with other Government schemes?**

Yes.

Employers declaring employees or registering afresh under this Campaign shall also be eligible for benefits under the PM-VBRY, subject to the terms and conditions specified under that Scheme.

### **13. Whether international worker eligible under the EEC 2025?**

No, the incentives are available for the enrolment of Indian nationals only.

### **14. Whom can employers contact for assistance?**

For any clarification or technical assistance, employers may contact the concerned Zonal/Regional office of EPFO.