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# **Pradhan Mantri Viksit Bharat Rozgar Yojana**

## **Employment Linked Incentive Scheme**

Ministry of Labour and Employment

Guidelines for Implementation | Effective Date: 1st August 2025



# Vision: Viksit Bharat@2047



## Part A - First Timers

- One-time incentive up to ₹15,000



### Employment Generation



### Workforce Formalisation



### Enhanced Employability

Total Outlay:  
**₹99,446 Crores**

Registration Period:  
**Aug 2025 - July 2027**



## Part B - Employer Support

- Incentives for 2-4 years for additional employment

# Introduction and Context

## Budget 2024-25 Announcement

Employment Linked Incentives Scheme as part of Prime Minister's Package for Employment and Skilling.

Named Pradhan Mantri Viksit Bharat Rozgar Yojana.

## Implementation Framework

Implemented by Ministry of Labour and Employment through Employees' Provident Fund Organisation (EPFO).

Complements National Manufacturing Mission.

## Dual Approach

Assists employees in learning curve before full productivity

Incentivises establishments for additional employment creation

# Scheme Objectives

## Stimulate Employment Creation

Provide incentives to employees and employers



## Promote Sustained Employment

Generate additional employment and increase formalisation



## Enhance Employability

Support first-time employees through learning curve with upskilling



## Foster Inclusive Labour Market

Emphasise financial literacy and focus on youth employment



**Creating a More Dynamic, Formal and Inclusive Labour Market in India**

# Part A: First Timer Benefits

₹15,000

Maximum One-Time  
Incentive

## First Instalment

Up to ₹7,500 - Half of average EPF wage for 6 continuous months. Payable after filing 6 months ECRs with contributions.

## Second Instalment

Balance amount (max total ₹15,000) - Average of 12 months EPF wage minus first instalment. Held in savings instrument. Released after completing Financial Literacy programme and filing 12 months ECRs.

**Eligibility:** First-time EPFO members with gross wages up to ₹1 lakh at joining

# Part B: Employer Incentive Structure

## Monthly Incentive Rates per Additional Employee

EPF Wage Slab	Employer Benefit per Month
≤ ₹10,000	Up to ₹1,000 (10% of EPF wage)
>₹10,000 to ≤₹20,000	₹2,000
>₹20,000 to ₹1,00,000	₹3,000

Duration: 2 years  
for all sectors

Extended to 4 years for  
**Manufacturing sector**

Benefits provided on 6-monthly basis after filing completed ECRs.  
Applies to net additional employment above baseline and threshold.

# Establishment Eligibility and Registration

## Coverage

- All establishments under EPF & MP Act, 1952.
- Includes existing and new establishments.
- Exempted establishments eligible.

## Registration Period

**1<sup>st</sup> August 2025  
to  
31<sup>st</sup> July 2027**

Existing establishments deemed registered. New establishments must register during this period.

## Requirements

- Regular filing of ECR with contributions
- Unique PAN number
- GSTN details
- PAN-linked bank account
- No pending inquiries under Sections 7A/7B/7C

Scheme implemented in fund-limited manner - No liabilities after scheme period or fund exhaustion.

# Baseline Determination for Part B

## Existing Establishments

- Registered before **31<sup>st</sup> July 2024**: Baseline = Average employees from 1<sup>st</sup> August 2024 to 31<sup>st</sup> July 2025 (12 months).
- Registered between **1<sup>st</sup> August 2024 and 31<sup>st</sup> July 2025**: Baseline = Average employees from registration till 31<sup>st</sup> July 2025.

## New Establishments

- Registered between **1<sup>st</sup> August 2025 and 31<sup>st</sup> July 2027**: Baseline = 20 employees (EPFO mandatory registration criterion).
- Incentive only for additional jobs above this baseline meeting threshold criteria.

Baseline fixed **after 6 months from scheme start**. Revised ECRs with higher numbers during first 6 months will be considered.

# Threshold Criteria for Employer Benefits

Baseline < 50 employees

2

Minimum additional  
employees required

Baseline  $\geq$  50 employees

5

Minimum additional  
employees required

Threshold must be sustained for at least 6 months

## Eligibility Verification



**Months 1-6:**  
Average employees  
 $\geq$  Baseline + Threshold



**Months 7-12:**  
Average from Month 1 to current  
month  $\geq$  Baseline + Threshold



**Month 13 onwards:**  
Rolling 12-month average  
 $\geq$  Baseline + Threshold

# Key Definitions: Understanding Employee Categories

## First Timer

Employee not a contributing EPFO/Exempted Trust member before scheme start. Joins during registration period (1/8/25-31/7/27). UAN must be authenticated using Face Authentication Technology on UMANG App.

## Re-joiner

Employee with previous EPF contributory membership. Joins establishment during registration period. UAN must be Aadhaar authenticated using biometric/face authentication.

## New Employee

Any employee joining during scheme registration period (1/8/25-31/7/27).

## Eligible Employee

New employee with contributions received for at least 6 months. Gross wages at joining less than ₹1,00,000 per month. Qualifies establishment for Part B incentives.

# Wage Definitions and Calculations

## EPF Wage

- Wage on which contributions made under Section 6 of EPF & MP Act, 1952. Derived through reverse calculation from ECR contribution amount.

$$\text{EPF Wage} = (\text{Total Contribution} \times 100) \div 24$$

or

$$(\text{Total Contribution} \times 100) \div 20$$

Divisor 24 = 12% + 12% contribution.

Divisor 20 = 10% + 10% contribution.

## Gross Wage

- All emoluments in cash or kind received by employee as per employment contract terms.

## Completed Wage Month

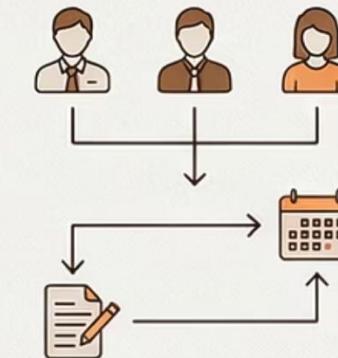
- Full calendar month with ECR filed.
- If joining by 5th: Same month is first completed month.
- If joining after 5th: Next month is first completed month.

# Calculating Net Additional Employment

**Net Additional Employment** = LOWER of: (Total Employees in Month - Baseline) OR (Total Eligible Employees)

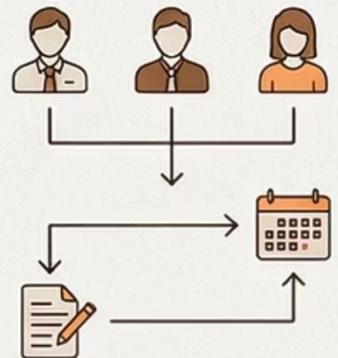
## Case 1: Old Employees < Baseline

- Baseline: 30.
- Old employees: 29 (one exited).
- Eligible new employees: 4 (A,B,C,D).
- Total employees: 33.
- Calculation:  $(33-30)=3$  vs 4 eligible.
- Result: Net Additional = 3.



## Case 2: Old Employees > Baseline

- Baseline: 30.
- Old employees: 32.
- Eligible new employees: 4 (A,B,C,D).
- Total employees: 36.
- Calculation:  $(36-30)=6$  vs 4 eligible.
- Result: Net Additional = 4.



- Only eligible employees with 6 months continuous contributions and gross wages <₹1 lakh at joining counted.

# Incentive Period and Payment Cycles



## Key Principle

Incentive period for each net additional employment: 24 months (or 48 months for manufacturing) from the month incentive is FIRST PAID for that employment.

Period does NOT extend if incentive not payable in particular month.

## Payment Cycles

- **First Cycle:** First 6 months - Lump sum payment after 6th month.
- **Subsequent Cycles:** Monthly payments. Each cycle calculates cumulative incentive, deducts previous payments, releases balance.

# Payment Mechanisms and Timelines

## For Employees (Part A)



Direct Benefit Transfer (DBT) through Aadhaar Bridge Payment System. Payment to Aadhaar-seeded bank accounts.

Timeline: Within 45 days of fulfilling eligibility and ECR filing.



**Note:** If Aadhaar seeding pending: Payment suspended but incentives continue to accrue. Arrears released once seeding complete.

## For Establishments (Part B)



Direct Benefit Transfer to PAN-linked bank account. For multiple establishments with same PAN: Single nominated bank account.

Timeline: Within 45 days of fulfilling eligibility and ECR filing.

All payments contingent on regular ECR filing with contributions and meeting eligibility criteria.



# Special Provisions and Cessation Conditions

## Exempted Establishments

All exempted establishments under Section 17 of EPF & MP Act, 1952 eligible.  
Must file ECRs (without contributions to EPFO) with employee details.  
Must submit baseline ECRs for Aug 2024–July 2025.  
Required to obtain Aadhaar authenticated UAN for all employees using FAT on UMANG App.

## Cessation of Incentives

Employee exits employment (voluntary or otherwise)

Death or eventuality affecting beneficiary

Establishment closure or winding up

Misrepresentation or fraud detected

## Financial Literacy

Mandatory module for first-timers covering personal finance, savings, investments, and financial planning. Available through EPFO Employee portal.  
Required for second instalment eligibility under Part A.

# Fraud Prevention and Compliance Framework

## Elite Global Corporate & Legal-Professional Standards

### Identification Mechanisms

- IT tools and API integration with EPFO
- Verification through GST, CBIC, CBDT, MCA, ESIC, Udhayam Portals
- Cross-checking with trade activity, tax deposits, electricity utilisation
- Learning from PLI, Make in India, Stand-up India, Skill India programmes
- Standard Operating Procedures by Executive Committee



### Ineligibility Criteria

- Establishments with pending inquiries under Sections 7A/7B/7C or Para 26-B
- FIR filed by EPFO for fraudulent practices
- Pending irregularities under ABRY scheme
- Concluded adverse orders not complied with or under appeal

**Penalty Clause:** Legal action for fraudulent activities or fictitious data. Comprehensive penalty guidelines to be issued separately. Executive Committee decisions on fraud cessation are final.



# Governance and Monitoring Structure

## Steering Committee

**Chair:** Secretary, M/o L&E

**Members:** CPFC, Financial Adviser, Joint Secretary, DoE, NITI Aayog, DPIIT representatives, labour-intensive ministry heads.

**Functions:** Policy directions, scheme guideline changes, dynamic target allocation, difficulty removal, quarterly reviews, budget approvals, mid-term and end-term evaluations.

## Executive Committee

**Chair:** CPFC

**Members:** Chief Controller of Accounts, FA&CAO of EPFO, Additional Central Commissioners

**Functions:** Project implementation, SOP approval, IT system development, monthly meetings, grievance redressal.

## Administration

Implemented by EPFO under M/o L&E supervision.

Unified Portal for monitoring.

Separate administrative account.

External agencies for communication, advocacy, evaluation.

# Grievance Redressal and Audit Mechanisms

## Grievance Redressal System

- Online facility for stakeholders to file grievances
- Dedicated call centre for PM-VBRY
- Resolution timeline: Maximum 15 days
- Escalation matrix for unresolved/unsatisfactory cases

- Eligibility
- Applicability
- Non-receipt of incentives
- IT systems
- Lesser incentives
- Other scheme issues

**EPFO Portal displays:** Beneficiaries covered, expenditure incurred, pending claims (age-wise), sector-wise statistics, defaulting establishments.

## Audit Framework

- **Level 1:** Statutory Audit by CAG
- **Level 2:** Non-statutory Audits by Internal Audit Wing (IAW), M/o L&E
- **Level 3:** Internal and concurrent audit by EPFO

# Financial Outlay and Implementation Framework

## ₹99,446 Crores

**Total Financial Outlay** (includes ₹248 Crores Administrative Charges)

### Fund Management

- Scheme implemented in fund-limited manner.
- No liabilities after scheme period or fund exhaustion.
- Separate administrative account maintained.
- Inter-se allocation between Parts A and B based on Steering Committee recommendations.

### Taxation

- Incentives subject to Income Tax Act 1961.
- Unless specific exemption order issued.
- Incentives additional to other scheme benefits.

### Data Convergence

- Data sharing with Income Tax, MCA, MSME, ESIC, GSTN.
- API integration for verification.
- Multi-agency coordination mechanism.



**Multi-media outreach** in multiple languages through social media, traditional media, workshops, and webinars.

# Key Takeaways and Implementation Roadmap



1. Dual approach:  
Employee assistance  
(Part A) and employer  
incentives (Part B)



2. Registration Period:  
1st August 2025 to  
31st July 2027



3. Focus on first-timers,  
re-joinees, and  
additional employment  
generation



4. Extended benefits  
for manufacturing  
sector (4 years vs  
2 years)

## Critical Requirements

- Regular ECR filing with contributions
- Aadhaar authentication using FAT on UMANG App
- Compliance with EPFO regulations
- No pending inquiries or fraudulent activities

## Power to Remove Difficulties

Central Government may issue directions/guidelines on Steering Committee recommendation to address implementation challenges.

For queries and registration: Visit EPFO Unified Portal | Call PM-VBRY Call Centre



dkmonline.com

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# **Pradhan Mantri Viksit Bharat Rozgar Yojana**

## **Guidelines**



## Ministry of Labour and Employment

### Table of Contents

<b>1. Introduction</b> .....	3
<b>2. Scheme Objective</b> .....	3
<b>3. Definitions</b> .....	4
<b>4. Applicability of the Scheme to an Establishment</b> .....	9
<b>5. Determination of baseline</b> .....	9
<b>6. Guidelines for calculating incentive under the scheme</b> .....	10
<b>7. Rounding off</b> .....	14
<b>8. Special Provisions for Exempted Establishments</b> .....	15
<b>9. Identification of fraudulent activity</b> .....	15
<b>10. Penalty Clause</b> .....	15
<b>11. Communications and Advocacy</b> .....	16
<b>12. Monitoring and Evaluation</b> .....	16
<b>13. Administration of the Scheme and Grievance Redressal</b> .....	18
<b>14. Taxation</b> .....	20
<b>15. Convergence and Data Sharing</b> .....	20
<b>16. Audit</b> .....	20
<b>17. Power to remove difficulties</b> .....	21

## 1. Introduction

**1.1.** To achieve the vision of Viksit Bharat@2047, the Government of India in the Budget 2024-25 announced Employment Linked Incentives Scheme as part of the **“Prime Minister’s Package for Employment and Skilling”**. The scheme is named as **Pradhan Mantri Viksit Bharat Rozgar Yojana**. The scheme consists of two parts-it provides assistance to employees and support to the establishments for making the first timer employee more productive and incentivizes those establishments that generate additional employment. Further, the scheme will complement the ‘National Manufacturing Mission’ in promoting entry of new industries as well as scaling up of the existing industries particularly in labour-intensive manufacturing sectors. The scheme will be implemented by Ministry of Labour and Employment through the Employees’ Provident Fund Organisation (EPFO).

### 1.2. The Parts of the scheme are:

**1.2.1. Part A- First Timer:** It provides one time incentive of upto ₹ 15,000/- to assist first timers in navigating their learning curve before they become fully productive.

**1.2.2. Part B- Support to Employers with focus on Manufacturing sector:**

It is an employer-focused Part of the scheme that supports creation of sustained additional employment in all sectors. It incentivizes employers for 02 years for the creation of additional employment. For the establishments engaged in the manufacturing sector, the incentives will be provided for 04 years.

## 2. Scheme Objective

**2.1.** The Pradhan Mantri Viksit Bharat Rozgar Yojana (hereinafter referred to as the Scheme) has been designed to stimulate employment creation by providing incentives to employees and employers. Its core objective is to promote the generation of sustained additional employment, increase formalization of the workforce and enhance employability.

**2.2.** The scheme will provide support to employees and establishments.

**2.3.** Part A of the initiative supports first time employees in their learning curve, by offsetting costs of upskilling, thereby leading to increased productivity and employability. Additionally, the scheme emphasizes financial literacy for first timers, equipping them with essential skills for managing their finances.

**2.4.** The incentives under Part B of the Scheme will give impetus to employment generation in all sectors with an additional focus on the Manufacturing Sector.

**2.5.** Through these comprehensive measures, the scheme strives to foster a more dynamic, formal and inclusive labour market in India particularly for the Youth.

### **3. Definitions**

**3.1.** For the purpose of this Scheme:

**3.1.1. “Aadhaar”** means the Aadhaar Number as defined under the Aadhaar Act, 2016.

**3.1.2. “Baseline”** For existing establishments registered with EPFO for more than 12 months prior to 01.08.2025 of the scheme, the Baseline is defined as the average number of employees during the previous 12 months. Further, for the establishment registered with EPFO for less than 12 months prior to 01.08.2025, the baseline will be the average number of employees for all months till 31.07.2025.

For the new establishments, the baseline will be 20 and the establishment will start getting benefits for additionality over and above this baseline once the threshold criterion is fulfilled.

**3.1.3. “Completed Wage Month”** refers to a full calendar month for which the Electronic Challan-cum-Return (ECR) has been duly filed with the EPFO. For the purpose of determining eligibility and calculating incentives under this Scheme, first Completed Wage Month will be determined as follows:

- i. Where an employee’s Date of Joining is on or before the 5th day of a given calendar month, that same month shall be treated as the first Completed Wage Month.
- ii. Where the Date of Joining is after the 5th day of the month, the subsequent calendar month shall be treated as the first Completed Wage Month.

This definition of completed wage month will be equally applicable for both employees’ & employers’ incentives under Part A and Part B of the scheme.

**3.1.4. “Electronic Challan cum Return” (ECR)** means the monthly Electronic Challan cum Return submitted online along with prescribed amount of contributions, by the establishments under provisions of the Employees’ Provident Funds Scheme, 1952.

**Explanation:** The members in respect of whom such contribution is not received, will not be considered for ascertaining the benefits under Part A and Part B of the scheme. However, the same shall be counted towards ascertaining the Baseline. For providing the incentive, the scheme will take into account only those employees for whom contribution has been received along with the ECR for a particular month.

**3.1.5. “Employee”** means a person joining an establishment covered under EPF & MP Act, 1952 and in respect of whom the establishment pays contributions to EPFO through ECR or remits EPF contribution in the Trust of an exempted establishment (as defined in Point viii below).

- i. **New Employee:** An employee who has joined the establishment during the scheme registration period (from 1/08/25 to 31/07/27) will be considered as a new employee.
- ii. **First timer :** An employee who was not a contributing member of the EPFO or Exempted Trust prior to commencement of the scheme and his date of joining in an establishment is during the scheme registration period and contribution is received in EPFO or Exempted Trust for the first time, will be termed as First Timer or First time employee. Incentives to a First Timer under Part A will be admissible only if his UAN is authenticated by Face Authentication Technology on the UMANG App.
- iii. **Re-joinee** means an employee with a previous contributory membership of Employees Provident Fund either with EPFO or Exempted Trust and joins an establishment registered with EPFO or an exempted trust during the scheme registration period. Incentives to the employers in respect of any Re-joinee will be admissible only if such Re-joinee has UAN which is Aadhaar Authenticated using biometric or face authentication technology.
- iv. **Eligible Employee:** Any new employee in respect of whom contribution is received in EPFO or Exempted Trust for at least 6 months for both the employee and the employer and whose gross wages at the time of the joining the establishment is less than Rs. 1,00,000 per month, will be considered for incentive to Establishments under Part B of the scheme.
- v. **Old employee:** An employee who joined the establishment before 01/08/2025 and has not exited, will be considered as an Old employee and the employer in respect of these employees will not be eligible for the incentive under the scheme.

**3.1.6. "EPF Wage"** refers to the wage on which contributions are made in accordance with Section 6 of the EPF and MP Act, 1952. This wage will be considered for the purpose of calculating incentives under the Scheme. The EPF wage shall be derived through a reverse calculation method

based on the actual contribution amount submitted via the ECR, using the following formula, depending on the applicable contribution rate:

- i. **EPF Wage = (Total Contribution Amount × 100) / 24**  
or
- ii. **EPF Wage = (Total Contribution Amount × 100) / 20,**

**Note:** The divisors **24** and **20** represent the combined percentage of employee and employer contributions, which may be **12% + 12% = 24%** or **10% + 10% = 20%**, respectively, depending on the category of establishment.

Accordingly, the EPF wage for ascertaining both eligibility and the incentive amount shall be calculated for the first Completed Wage Month, duly factoring into account the employee's actual date of joining and wages paid.

**3.1.7. “Establishment”** means an entity covered under and having an EPF code number under Section 1(3), 1(4) or 2A of the EPF and MP Act, 1952 along with a unique PAN number.

- i. **“Existing Establishment”** An establishment registered with EPFO before 01.08.2025 will be termed as **“Existing Establishment”** under the Scheme
- ii. **“New Establishment”** an establishment registered with EPFO on or after 01.08.2025 will be termed as **“New Establishment”** under the Scheme.

**Explanation:** For the purpose of this scheme, all the establishments with the same PAN as available with EPFO on or after 01.08.2025, would be considered as a single entity.

**3.1.8 “Exempted Establishment”** means an establishment which has been notified as ‘exempted’ in terms of Section 17 of EPF and MP Act, 1952

and maintains their own Trust for providing provident fund benefits which are not less favourable than the benefits provided under EPF and MP Act, 1952.

**3.1.9 “Financial Literacy Course”** means the mandatory module of Financial Literacy developed for providing information on personal finance, savings & investments, and financial planning among others; and made available through EPFO’s Employee portal/website.

**3.1.10 “Gross Wage”** means all emoluments, whether in cash or kind received by the employee as per the terms of the employment contract.

**3.1.11 “Manufacturing”** means and includes activities as defined in Section 2(72) of Central Goods and Service Tax Act, 2017 and as mentioned in Registration certificate of the Establishment.

**3.1.12 Registration Period:** The registration period of the scheme will be from 01.08.2025 to 31.07.2027. All the employees joining an establishment during this period will be considered towards deciding Threshold, additionality and calculation of incentives.

**Note:** The new employment generated after the registration period is over will only be counted for ascertaining the eligibility of the employer as per the threshold criteria, but no incentive will be provided in respect thereof.

**Effective Date of Scheme:** 01.08.2025 is the Effective date from when the scheme will be applicable.

**3.1.13 “Universal Account Number (UAN)”** means Aadhaar authenticated unique account number allotted by Employees’ Provident Fund Organization. With effect from 01.08.2025, for generation of UAN, the Facial Authentication Technology (FAT) facility as provided on UMANG Mobile App, has to be utilised.

**3.2.** The definitions and other expressions used in this Scheme shall carry the same meaning as are assigned to them in the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (henceforth called "The Act" or "EPF & MP Act, 1952") or any of the Schemes framed there under, in case they are not defined in the above para.

#### **4. Applicability of the Scheme to an Establishment**

**4.1.** All establishments including New Establishments as well as the Exempted establishments covered under EPF & MP Act, 1952, are eligible under the scheme, provided they file the ECR along with contributions regularly and fulfill other conditions of the scheme.

**4.2.** The period for registration under the scheme will be as following:

<b>Scheme</b>	<b>Effective date</b>	<b>End date</b>
<b>Part A &amp; Part B</b>	01.08.2025	31.07.2027

**Note:** All the existing establishments which are registered with EPFO and having a unique Employer's code, would be considered deemed registered under the scheme w.e.f. 01.08.2025. However, such establishments would require to provide details of PAN, GSTN and PAN linked Bank Account Number of the employer.

#### **5. Determination of baseline**

The baseline under Part B for calculation of Net Additional Employment shall be as under:

**5.1. Existing Establishment-** For establishments registered with EPFO **before 31.07.2024** and regularly filing ECRs with contributions, the **baseline** shall be the average number of employees as per ECRs filed for the 12-month period from **01.08.2024 to 31.07.2025**. For establishments registered with EPFO **between 01.08.2024 and 31.07.2025**, the baseline will be the **average number of employees** as per ECRs for all the months **up to 31.07.2025**.

For availing the benefits of the scheme, the establishments are required to submit ECRs along with contributions for all the months from August 2024 or from the date of registration in EPFO, whichever is later, up to the wage month of July 2025. All these ECRs along with contributions are required to be filed by the establishments prior to 31<sup>st</sup> January 2026.

**5.2. New Establishment:** For those new Establishments which get registered with EPFO between 01.08.2025 and 31.07.2027, the baseline will be **20** as per the EPFO criterion for mandatory registration. However, only the additional jobs created over and above the baseline of 20 as per threshold criteria will be considered for incentive.

The baseline shall not be subject to change after 6 months from the start of the scheme. However, in case a higher number of employees are shown in revised ECRs during these 6 months, the same will be considered for calculating baseline.

## 6. Guidelines for calculating incentive under the scheme

### 6.1. Part A of the scheme

#### 6.1.1. Eligibility of employee under Part A :

- i. For Part A, the First Timer in all the establishments, which are covered under EPF&MP Act, 1952 are eligible subject to fulfilment of the eligibility criteria as explained in the subsequent paras.
- ii. All '**First-Timers**' who had Gross wages up to ₹ 1 Lakh at the time of joining the establishment registered with EPFO as well as exempted establishments, will be eligible for the incentive under this Part of the scheme, after filing of ECRs along with contributions for 6 continuous months. However, the establishments which are part of seasonal industry as defined in the EPF Scheme, 1952, ECRs for six months, irrespective of continuity of the ECR over a period of 12months would be considered for deciding the eligibility of the First Timer provided he/she continues with the same establishment for the entire period.
- iii. Exempted Establishments have to file the ECR (without contributions) in EPFO providing details of their employees including the First Timers, for

whom the contributions are being deposited in their PF Trust on the same basis as above.

- a. Further, for receiving the second installment under Part A of the scheme, all the 12 months' ECRs should have been filed within a period of 18 months from the date of joining of First Timer in the establishment.
- b. Calculation of Incentive for First time employees under Part A:
  - The incentives under Part A to the First Timer shall be equivalent to the one completed month EPF wage, subject to a maximum of ₹15,000/-
- c. The incentives shall be payable in two instalments:
  - The 1st instalment will be up to a maximum of ₹7,500/-, to be calculated as half of the average EPF wage for six continuous completed months and payable after filing of six completed months' ECRs along with contributions.
  - The 2nd instalment, payable to the First Timer, will be equal to the average of the 12 completed months' EPF wage reduced by 1st instalment and restricted to a total incentive of ₹15,000. The 2nd installment will be kept in an appropriate saving instrument/deposit account for a period to be specified in the guidelines which will be issued by M/o L&E in due course. The First Timer will become eligible for this part of incentive only after completion of the Financial Literacy program and filing of 12 completed months' ECRs along with contributions by the establishment.

## **6.2. Part B of the scheme**

The benefits under this Part will be provided to the employers in respect of the employees who are either first timers or Re-Joinees, subject to fulfilling the threshold criterion.

### **6.2.1. Amount of Incentive/ Benefit and Periodicity**

Under this Part of the Scheme, incentives will be provided to the employer at the following rates for two years in respect of employment generated over and above the baseline fulfilling the threshold limit i.e., at least 2 additional employments with baseline of less than 50 and at least 5 additional employments with baseline of 50 or above. The criteria for providing incentive to the employer will be as under:

EPF Wage Slabs of Additional Employee in ₹	Benefit to the Employer in ₹ (per additional employment per month as per prescribed criteria)
<= 10,000*	Up to 1000
>10,000 to<=20,000	2000
> 20,000-1,00,000#	3000

\* In respect of employees getting EPF wages below ₹ 10,000, the incentive at the rate of 10% of EPF wage will be provided as an additional risk mitigation measure.

# Incentive will be paid in respect of new employees with Gross wage up to ₹ 1 Lakh at the time of joining the establishment.

- i. For the manufacturing sector, the incentive to the employer will continue for the third and the fourth year.
- ii. The benefits will be provided to all eligible establishments on six monthly lump sum basis after filing of six completed months' ECRs based on eligibility of the employer and employee as elaborated in previous paras. Further, the benefits will be provided in respect of those First Timers and Re-joinees who complete six months of employment with the same employer. The calculation of benefits will take into account the net additional employment generated.
- iii. The benefits to the employer will not accrue for any month in which the employer is not eligible as per the threshold criteria laid out in the Scheme. In such cases, there will be no extension of the incentive period.

***Detailed Guidelines for calculation under this part will be issued separately.***

**6.2.2. Eligibility of establishments under Part B:**

While calculating the incentive amount for a given month, eligibility of the establishment will be determined based on the threshold criteria, as detailed below -

**i. Determining Eligibility for the first six months:**

For being eligible in the first 6 months of joining the scheme, the average number of employees in the establishment as per the ECR filed for those six months should be more than or equal to the Baseline plus the Threshold limit.

**ii. Determining Eligibility from 7<sup>th</sup> month to 12<sup>th</sup> month:**

For being eligible in any particular month, between 7<sup>th</sup> to 12<sup>th</sup> month, the average number of employees in the establishments as per the ECR filed, from 1<sup>st</sup> month up to that month should be more than or equal to the Baseline plus the Threshold limit.

**iii. Determining Eligibility from 13 month onwards:**

For being eligible in any particular month, from 13<sup>th</sup> month onwards, the average number of employees in the establishments as per the ECR filed for preceding 11 months and that particular month, should be more or equal to than the Baseline plus the Threshold limit

**6.2.3.** Further, the incentive under Part B of the scheme will not be provided to such establishments against which inquiries under Section 7A/7B/7C of EPF & MP Act, 1952 and Para 26-B of the EPF Scheme, 1952 are pending, and if concluded, the said order has been appealed in a legal forum or not complied with otherwise.

**6.2.4.** The incentive under Part B of the Scheme will not be provided to establishments against which a First Information Report (FIR) has been filed by EPFO for fraudulent practices, or where inquiries relating to irregularities under the ABRY scheme or any other scheme are pending or have been decided against the establishment.

### **6.3. Cessation of incentives:**

Notwithstanding anything contained in this scheme, the payment of incentives under the scheme will cease-

- 6.3.1.** In the event of a First Timer leaving the employment on his own volition or otherwise.
- 6.3.2.** In case of any eventuality like death, etc. of the beneficiary
- 6.3.3.** In the event of closure/winding up etc. of the establishment.
- 6.3.4.** In the event of any misrepresentation or fraud.

### **6.4. Mode of Payments:**

The incentive shall be disbursed within 45 days after fulfilling the eligibility condition and filing of paid ECR as per the periodicity defined under respective Part of the scheme, through following mode of payment:

- 6.4.1.** The incentives to the employees shall be paid through (Aadhaar Bridge Payment System) Direct Benefit Transfer to their Aadhaar seeded bank accounts.
- 6.4.2.** The incentive to the establishment shall be provided as Direct Benefit Transfer to PAN linked bank account of the establishment. Where a group of establishments under the same PAN are eligible for the incentive, payment will be made to a single PAN linked bank account nominated by the group.

Provided that, in case where employees' bank account is pending for Aadhaar seeding, the payment of incentive shall remain suspended. However, the incentives would continue to accrue during this period. Once the bank account is Aadhaar seeded, the payment including arrears would be released as per scheme guidelines.

## **7. Rounding off**

- 7.1.** For the purpose of calculation of baseline, threshold and average employment strength, averages may be rounded off to nearest integer.

## **8. Special Provisions for Exempted Establishments**

**8.1.** All the exempted establishments under the provisions of the EPF & MP Act 1952 are eligible for availing incentives of this scheme. These exempted establishments have to file returns as prescribed by EPFO for availing the incentives under this Scheme for each month. Further, for calculation of baseline, the Exempted Trusts need to submit ECRs along with details of employees for 12 months preceding August, 2025 (i.e. from wage month of August, 2024 to July, 2025). Furthermore, for smooth implementation of the Scheme and for transparency, the Exempted establishments are required to open or take Aadhaar authenticated UAN through EPFO for all their existing employees as well as new employees. For this purpose, the FAT facility provided on UMANG Mobile App may be utilized for registration of such employees of exempted trusts.

## **9. Identification of fraudulent activity**

**9.1.** To identify potentially fraudulent activities, the Executive Committee will formulate a comprehensive Standard Operating Procedure (SOP) using IT tools and also utilize the information available through API integration with EPFO. Any additional employment generation can be corroborated with enhanced trade activity/tax deposit/ electricity utilization etc, if need so arises in doubtful cases. Further, the Executive Committee will utilize the experience of other implementing agencies of the similar programmes like PLI scheme, Make in India, Stand-up India, Skill India Mission, Atmanirbhar Bharat Abhiyaan etc. as well as other global practices for this purpose. Additionally, data obtained through GST, CBIC, CBDT, MCA, ESIC, Udyam Portals etc will also be utilized. The decision of the Executive Committee to cease incentives, if any establishment or employee is found to have committed fraud or engaged in any misuse as per the SOP, shall be final.

## **10. Penalty Clause**

**10.1.** In case any establishment is found to have indulged in fraudulent activities or avail incentive under any part of the Scheme, based on fictitious

data/documents, or otherwise, necessary action will be taken against such establishments or individuals, if any, as per law. Further, a comprehensive Penalty clause will be issued separately by Ministry of Labour & Employment in due course.

## **11. Communications and Advocacy**

**11.1.** Multi-media outreach strategy using various channels including social media, Traditional Media, Workshops, Webinars, etc. will be adopted.

**11.2.** The outreach will be done in multiple languages for better advocacy of the scheme.

## **12. Monitoring and Evaluation**

**12.1.** The scheme will be monitored by the Steering Committee constituted by the Ministry of Labour and Employment.

### **12.2. Steering Committee**

**12.2.1.** An inter-ministerial Steering Committee under the Chairpersonship of Secretary (M/o L&E) shall be constituted by M/o L&E. The recommendations of the Committee related to change in scheme guidelines involving modification of financial outlay of the scheme will be implemented with concurrence of D/o Expenditure and approval of Union Minister for Labour and Employment. The other recommendations of the Steering Committee will be implemented with approval of the Union Minister for Labour and Employment. Further, the *inter-se* allocation between the two parts of the scheme within the overall approved outlay may be done based on recommendations of the Steering Committee and with concurrence of IFD, M/o L&E and approval of Minister.

**12.2.2.** The Committee will consist of:

- i. Secretary, M/o L&E, Chairperson
- ii. Central Provident Fund Commissioner (CPFC)
- iii. Financial Adviser, M/o L&E
- iv. Joint Secretary, M/o L&E in charge of Scheme Division

- v. One Senior Officer each not below the rank of Joint Secretary from DoE, NITI Aayog, DPIIT.
- vi. Heads of Scheme/Planning Division of 4-6 labour-intensive ministries/departments like M/o Textiles, M/o MSME, M/o Food Processing Industries, MEITY etc.
- vii. Chairman of the committee may co-opt any other member

**12.2.3.** The function of the Steering Committee would be to provide recommendations on the following:

- i. Broad policy directions including change in scheme guidelines.
- ii. The on-going interventions/upcoming Schemes of different Ministries/ Departments from the perspective of job creation, employability and formalization of work force.
- iii. Dynamic allocation of targets between the two parts of the scheme
- iv. Measures for removal of difficulties/provide operative remedies for any issues in implementation, Monitoring and Evaluation of the Scheme
- v. Review risks and risk mitigation measures
- vi. To review performance of Project Management &Monitoring Unit (PMMU)
- vii. Annual budget, budget estimation approvals
- viii. Mid Term & End Term evaluation of the scheme
- ix. Any other function as maybe decided by the Chairperson

**12.2.4.** The Steering committee will meet at least once every quarter or as decided by the Chairperson.

### **12.3. Executive Committee**

**12.3.1.** An Executive Committee under Chairpersonship of the CPFC shall be constituted by M/o L&E

**12.3.2.** The Executive Committee will consist of:

- i. Chief Controller of Accounts, M/o L&E
- ii. Financial Adviser & Chief Accounts Officer of EPFO
- iii. Additional Central Commissioner (HQ) (ISD)
- iv. Additional Central Commissioner (HQ) (Compliance)

v. Director, SS Division, M/o L&E

The Chairperson of the committee may co-opt any other member.

**12.3.3.** The Executive Committee will meet every month to ensure implementation of the scheme including:

- i. Project implementation,
- ii. Effective implementation of SOPs of the scheme
- iii. Approval for development of IT systems
- iv. Communication and Advocacy measures
- v. Grievance Redressal
- vi. Any other function as may be decided by the Chairperson

#### **12.4. Evaluation**

**12.4.1.** A mid-term evaluation of the Scheme shall be undertaken by a third party for necessary course correction after one year of start of the scheme, based on the recommendations of Steering Committee. Further, an end-term evaluation of the Scheme shall be conducted through a third party to assess the Scheme outcomes within a period of three months from the closure of these Schemes. The incidental cost for the evaluations shall be met from the Administrative Charges of this Scheme.

### **13. Administration of the Scheme and Grievance Redressal**

**13.1.** The scheme shall be administrated by EPFO under the overall supervision of the Ministry of Labour and Employment.

**13.1.1.** The cost of the administration shall include any external agency hired for communication and advocacy, monitoring & evaluation, procurement/development of IT systems/ software and other activities for effective and efficient administration of the scheme and shall be borne by the Central Government.

**13.1.2.** A separate administrative account shall be maintained for the Scheme by the Ministry of Labour and Employment.

**13.1.3.** The expenditure under the scheme shall be audited in accordance with the instructions issued by the Central Government in consultation with the Comptroller and Auditor-General of India.

**13.1.4.** EPFO shall provide an estimate of the beneficiaries and expenditure likely to be incurred in each financial year in respect of each part of the Scheme. Further, EPFO will develop a Portal for effective monitoring of the progress of the scheme showing the number of beneficiaries already covered under Part A & Part B, total expenditure incurred, number of claims pending (age-wise), statics in r/o sectors most/least benefitting under the scheme, number of defaulting establishments identified etc.

**13.1.5.** The identification and verification of the beneficiaries under the respective part of the Scheme will be through IT System developed by EPFO for this purpose. If need so arises in doubtful cases, the verification of claims may be corroborated with the information available on other Government Portals like Income Tax, GSTN, MoCA, Udyam Portal etc.

## **13.2. Grievance Redressal**

**13.2.1.** EPFO shall provide an online facility for all the stakeholders to file grievances related to the scheme. Further, for assisting the stakeholders EPFO will also put in place a call centre for Pradhan Mantri Viksit Bharat Yojana.

**13.2.2.** EPFO shall strive to resolve the grievances of the stakeholders at the earliest, not exceeding 15 days.

**13.2.3.** In case the grievance is not resolved, or grievance redressal is not satisfactory, an escalation matrix is to be provided for the stakeholders to appeal.

**13.2.4.** The grievances can be filed on the following grounds:

- i. Eligibility related
- ii. Applicability related
- iii. Non-receipt of incentives

- iv. IT systems related
- v. Receipt of lesser incentives
- vi. Any other issue related to Pradhan Mantri Viksit Bharat Yojana

### **13.3. Financial Outlay of the scheme**

**13.3.1.** The total financial outlay of the scheme is limited ₹ 99,446 Crores which includes the Administrative Charges of ₹ 248 Crores.

**13.3.2.** The Scheme shall be implemented in a fund limited manner and no liabilities shall be created after the end of the Scheme period or exhausting of the allocated funds, whichever is earlier.

## **14. Taxation**

**14.1.** The incentives received under the Scheme shall be subject to the provisions of the Income Tax Act 1961 unless any specific order is issued for exemption by the Competent Authority. The incentives under the scheme will be in addition to incentives under any other scheme.

## **15. Convergence and Data Sharing**

**15.1.** For the purposes of implementation of the scheme and validation of establishments and employees an appropriate mechanism for data sharing arrangements with Income Tax, MCA, MSME, ESIC, GSTN etc. shall be instituted by EPFO.

## **16. Audit**

- 16.1. Statutory Audit by CAG**
- 16.2. Non-statutory Audits by Internal Audit Wing (IAW), M/o L&E.**
- 16.3. Internal and concurrent audit by EPFO**

## **17. Power to remove difficulties**

**17.1.** If any difficulty arises in giving effect to the provisions of this Scheme, the Central Government, on recommendation of Steering Committee or otherwise, may issue such directions/guidelines, not inconsistent with the objectives of the scheme, which appears to be necessary or expedient for removing the difficulty.

## **SOP for calculating incentive under the Pradhan Mantri Viksit Bharat Rojgar Yojana**

(The document is to be read in consonance with the detailed Scheme guidelines issued on 16.08.2025 and the terms used here carry the same meaning as defined in the scheme)

### **1.1. SOP for calculating incentive under part A of the scheme**

#### **Eligibility of employee under Part A :**

For Part A, the First Timer of all the existing and new establishments, which are covered under EPF&MP Act, 1952 are eligible subject to fulfilment of the eligibility criteria as explained in the subsequent paras.

All 'First-Timers' who had Gross monthly wages up to ₹ 1 Lakh at the time of joining the establishment registered with EPFO as well as exempted establishments, will be eligible for the first instalment of the incentive under this Part of the scheme, after filing of ECRs along with contributions for 6 continuous months. However, the establishments which are part of seasonal industry as defined in the EPF Scheme, 1952, ECRs filed by them for six months, over a period of last 12 months (irrespective of continuity of the ECRs) would be considered for deciding the eligibility of the First Timer provided he/she continues with the same establishment for the entire period of 6 months.

Exempted Establishments have to file the ECR (without contributions) in EPFO providing details of all of their employees including the First Timers, for whom the contributions are being deposited in their PF Trust in terms of EPF&MP Act, 1952 and schemes made thereunder.

Further, for being eligible to receive the second instalment under Part A of the scheme, all the 12 months' ECRs need to be filed within a period of 18 months from the date of joining of First Timer in the establishment. Further, First Timer needs to continue in the same establishment continuously for the entire period for availing the benefits under Part A of the scheme. In case, the First Timer

leaves the establishment and they join any other establishment thereafter, they will not remain First Timer and as such will not be eligible for the second instalment.

#### **Calculation of Incentive for First time employees under Part A:**

- i. The incentives under Part A to the First Timer shall be equivalent to the one completed month EPF wage, subject to a maximum of ₹15,000/-.
- ii. The incentives shall be payable in two instalments.
  1. The 1<sup>st</sup> instalment will be up to a maximum of ₹7,500/-, to be calculated as half of the average EPF wage for six continuous completed months and payable after filing of six completed months' ECRs along with contributions.
  2. The 2<sup>nd</sup> instalment, payable to the First Timer, will be equal to the average of the first 12 completed months' EPF wage reduced by the amount of 1st instalment and restricted to a total incentive of ₹15,000. The 2<sup>nd</sup> installment will be kept in an appropriate saving instrument/deposit account for a period to be specified in the guidelines which will be issued by M/o L&E in due course. The First Timer will become eligible for this part of incentive only after completion of the Financial Literacy program and filing of 12 completed months' ECRs along with contributions by the establishment.

#### **1.2. SOP for calculating incentive under part B of the scheme**

All existing and new establishments registered with EPFO will be deemed registered under the scheme. Further, for availing the scheme incentives, the establishment will have to exercise the option as provided in the Unified Portal of EPFO and also provide GST Number and PAN Linked Bank account details. Based on the ECRs filed by the establishments, EPFO will check the eligibility and calculate the incentives through the IT system developed for the scheme.

- i. Under Part B of the Scheme, incentives are to be provided to the employer in respect of net employment generated over and above the baseline fulfilling the threshold criteria.
- ii. The first eligible month will be counted from the completed month on which the establishment has crossed threshold for the first time.
- iii. Based on contribution details furnished in the ECRs, the incentive will be paid to eligible establishments on a cumulative basis for the first six-month period cycle.
- iv. After the first cycle, subsequent payment will be done on monthly basis.
- v. In each Subsequent Cycle, incentive for the entire period will be calculated and incentive amounts already released during the earlier cycles will be deducted to arrive at the net incentive payable for the current cycle.
- vi. Further, the incentive under Part B of the scheme will not be provided to such establishments against which inquiries under Section 7-A/7-B/7C of EPF & MP Act, 1952 and Para 26-B of the EPF Scheme, 1952 are pending, and if concluded, appeals challenging the said order are pending in a legal forum or the said orders have not been appealed against but not complied with otherwise.
- vii. The incentive under Part B of the Scheme will also not be provided to establishments against which First Information report (FIR) has been filed by EPFO for any kind of fraudulent practices/activity or in respect of which inquiries relating to irregularities under the Atmanirbhar Bharat Rozgar Yojana scheme or any other fraudulent practice/activity is pending or have been decided against the establishment.

#### Duration of Incentive Payment

Incentive for each case of net additional employment shall continue for 24 months (or 48 months in the case of manufacturing establishments) from the month in which incentive is first payable for that net additional employment. If, as per the scheme guidelines, incentive is not payable in a particular month after payments have commenced for that net additional employment, the 24-month (or 48-month for manufacturing sector) period will not be extended.

## Steps for calculating the monthly incentive under part B

Based on the procedure below, Employer incentives for the Part B will be calculated.

### **1.2.1 Threshold criteria**

Threshold limit is defined as at least 2 additional employment for establishments with baseline of less than 50 and at least 5 additional employments for establishments with baseline of 50 or above. This threshold limit is also to be sustained for at least six months. Under Part B of the Scheme, incentives are to be provided to the employer in respect of employment generated over and above the baseline fulfilling the threshold .

### **1.2.2 Eligibility of establishments under Part B**

While calculating the incentive amount for a given month, eligibility of the establishment will be determined based on the threshold criteria for that month as well as on the average basis, as detailed below:-

#### **a. Determining Eligibility for the first six months:**

For being eligible in the first 6 months starting from the month in which the establishment has crossed threshold limit for the first time, the average number of employees in the establishment as per the ECR filed for those six months should be more than the Baseline plus the Threshold limit.

#### **b. Determining Eligibility from 7<sup>th</sup> month to 12<sup>th</sup> month:**

For being eligible in any particular month, between 7<sup>th</sup> to 12<sup>th</sup> month starting from the month in which the establishment has crossed threshold limit for the first time, the average number of employees in the

establishments as per the ECR filed, from 1<sup>st</sup> month up to that month should be more than the Baseline plus the Threshold limit.

c. **Determining Eligibility from 13 month onwards:**

For being eligible in any particular month, from 13<sup>th</sup> month onwards, starting from the month in which the establishment has crossed threshold limit for the first time, the average number of employees in the establishments as per the ECR filed for preceding 11 months and that particular month, should be more than the Baseline plus the Threshold limit

### **1.2.3 Calculation and Payment of Incentive under Part B**

#### **1. Monthly Calculation of Incentive**

##### **Step 1 – Eligibility Check:**

Establishment eligibility will be checked as elaborated in the para 1.2.2. If the establishment is not eligible for any particular month, the monthly incentive for that month will be zero.

##### **Step 2 – Identify Eligible Employees:**

- i. An “eligible employee” is oneIn respect of whom statutory contribution is received in EPFO or Exempted Trust continuously for at least 6 completed months. and
- ii. They must have joined the establishment during the scheme registration period and
- iii. Their gross wages at the time of the joining the establishment is less than Rs. 100,000 per month. Such eligible employees will only be considered for incentive to Establishments under Part B of the scheme.

##### **Step 3: Calculate Net additional employment for the month:**

(i) Net additional employment is defined as any new employment generated over and above the baseline during the registration period and will be calculated as follows:

Net additional employment = (Total employees in the establishment during the month – Baseline) or (Total eligible employees), whichever is less. **Example**

In this illustration, we are in the 7<sup>th</sup> month of the scheme and calculating the net additional employment for the 1st month. In this first month, 4 new employees A,B,C & D had joined. These 4 new employees have completed 6 months in the establishment and ECRs have been filed by the employer for all 6 months alongwith the contribution

Case 1: Number of Old employees as on 31<sup>st</sup> July' 2025 are less than the Base line.

<b>Baseline:</b>	<b>X</b>	<b>Y</b>	<b>Z</b>	<b>Net additional Employment</b>
- 30 employees	<b>Number of Old employees: 29 (One old employee exited)</b>	<b>Eligible Employees in M1: A, B, C, D 04</b>	<b>Total employees during the Month M1: 33</b>	Zminus Baseline= 03  Total eligible employees: Y (04)  <b>Net Additional Employment will be 03</b>

Case 2: Number of Old employees are more than the Base line.

<b>Baseline:</b>	<b>X</b>	<b>Y</b>	<b>Z</b>	<b>Net additional Employment</b>
- 30 employees	<b>Number of Old employees: 32</b>	<b>Eligible Employees in M1: A, B, C, D 04</b>	<b>Total employees during the Month M1: 36</b>	Zminus Baseline= 06  Total eligible employees: Y (04)  <b>Net Additional Employment will be 04</b>

(ii) Incentive period for each net additional employment: If any employee leaves the establishment and is replaced by another employee, the

employer shall be entitled to the incentive for the remaining incentive period applicable to that additional employment, subject to fulfilment of other eligibility conditions.

Incentive for each case of net additional employment shall continue for 24 months (or 48 months in the case of manufacturing establishments) from the month in which incentive is first paid for that net additional employment.

If, as per the scheme guidelines, incentive is not payable in a particular month after payments have commenced for that net additional employment, the 24-month (or 48-month) period will not be extended.

**CASE 1:** Suppose in the first month of registration the establishment generated 70 net additional employment and as per the scheme guidelines, for the first month of registration, incentive was paid for 70 net additional employments. In the sixth month of registration, the establishment added further 23 another net additional employments.

While calculating the incentive for establishment under Part B in the 25th month, 93 net additional employments were found eligible. Since, 24-month period for the 70 additional employments created in the first month has already expired, as such, for the 25<sup>th</sup> month, Incentive will be payable only for  $(93 - 70) = 23$  net additional employments.

### **CASE 2 :**

- Month 1: 4 net additional employments are eligible for incentive.
- Month 2–4: Only 3 of these remain eligible for payment of incentive as one person left the job and no additional person joined during these months
- Month 5 onwards: 5 net additional employments are sustained for the next 3 years as 2 new persons joined and there was no attrition during next 3 years

#### Implication:

- For the first 3 net additional employments the incentive is payable from month 1 to month 24. From 25<sup>th</sup> month onwards, no incentive will be paid in respect of these 3 net additional employments.

- For the 4th net additional employment, incentive will be payable for 20 months only (i.e. from 5<sup>th</sup> month to 24<sup>th</sup> month as this 4<sup>th</sup> net additional employment was created in 1<sup>st</sup> month. However, for first 4 months, no eligible employee was there ).For the 5th net additional employment, incentive will be payable for the full 24 months starting from 5<sup>th</sup> month for 24 months

#### **Step 4 – Formula for calculating the Monthly Incentive:**

The monthly incentive for the establishment will be calculated by multiplying the Average monthly incentive in respect of eligible employees with Net additional employment during that particular month, where:

- Average monthly incentive in respect of eligible employees = (Sum of monthly incentives in respect of each individual eligible employee) ÷ (Total eligible employees)
- Net additional employment = (Total employees in the establishment during the month – Baseline) or (Total eligible employees), whichever is less.

Note: Incentive for each case of net additional employment shall continue for 24 months (or 48 months in the case of manufacturing establishments) from the month in which incentive is first paid for that net additional employment and no incentive shall be paid after the incentive period.

- **Rate of incentive to the establishment are as follows:-**

<i>EPF Wage Slabs of Additional Employee in ₹</i>	<i>Incentive to the Employer in ₹ (per additional employment per month as per prescribed criteria)</i>
<= 10,000*	Upto 1,000
>10,000 to<=20,000	2,000
> 20,000	3,000

\* In respect of employees getting EPF wages below ₹ 10,000/month, the incentive at the rate of 10% of EPF wage will be provided (e.g., EPF wage of ₹ 9,500 = ₹ 950 incentive). Note: Employees joining during the registration period with gross wages more than ₹ 1 lakh/month OR joining after the registration period will be counted for Net Additional Employment calculation, but incentives will only be paid for those joining during the registration period with gross wages up to ₹ 1 lakh/month.

## **2. Payment Cycles**

### First Cycle:

- Covers the first 6 months period starting from the month on 5<sup>th</sup> day of which the establishment has crossed threshold for the first time
- Incentive is calculated on monthly basis for these 6 months and paid in lump sum after completion of the 6th month.
- Only employees completing their minimum qualifying period within this cycle will be considered for calculation of incentives.
- Employees who join later in the cycle and complete the qualifying period after the 6th month, will be considered for calculation of incentives in the subsequent cycles.

### Subsequent Cycles:

- After the first cycle, subsequent payment will be done on monthly basis.
- At the end of each cycle:
  - The monthly Part B incentive for all the preceding months including the 6 months of the first cycle will be calculated.
  - The amount already paid in the preceding cycle (s) will be deducted.
  - The balance amount becomes the payment for the current cycle.

The Same procedure will be followed in the subsequent cycles.

### **1.3. Cessation of incentives:**

Notwithstanding anything contained in this scheme, the payment of incentives under the scheme will cease-

- i. In the event of a First Timer / rejoinee leaving the employment on his own volition or otherwise.
- ii. In case of any eventuality like death, etc. of the beneficiary
- iii. In the event of closure/winding up etc. of the establishment.
- iv. In the event of any misrepresentation or fraud.

#### **1.4. Mode of Payments:**

The incentive shall be disbursed within 45 days after fulfilling the eligibility condition and filing of paid ECR as per the periodicity defined under respective Part of the scheme, through following mode of payment:

- i. The incentives to the employees shall be paid through (Aadhaar Bridge Payment System) Direct Benefit Transfer to their Aadhaar seeded bank accounts.
- ii. The incentive to the establishment shall be provided as Direct Benefit Transfer to PAN linked bank account of the establishment. Where a group of establishments under the same PAN are eligible for the incentive, payment will be made to a single PAN linked bank account nominated by the group.

Provided that, in case where employees' bank account is pending for Aadhaar seeding, the payment of incentive shall remain suspended. However, the incentives would continue to accrue during this period. Once the bank account is Aadhaar seeded, the payment including arrears would be released as per scheme guidelines.

## **2. Rounding off**

- 2.1.** For the purpose of calculation of baseline, threshold and average employment strength, averages may be rounded off to nearest integer.

## **3. Special Provisions for Exempted Establishments**

- 3.1.** All the exempted establishments under the provisions of the EPF & MP Act 1952 are eligible for availing incentives of this scheme. These exempted

establishments have to file returns as prescribed by EPFO for availing the incentives under this Scheme for each month. Further, for calculation of baseline, the Exempted Trusts need to submit ECRs along with details of employees for 12 months preceding August, 2025 (i.e. from wage month of August, 2024 to July, 2025). Furthermore, for smooth implementation of the Scheme and for transparency, the Exempted establishments are required to open or take Aadhaar authenticated UAN through EPFO for all their existing employees as well as new employees. For this purpose, the FAT facility provided on UMANG Mobile App may be utilized for registration of such employees of exempted trusts.