

GRC BULLETIN

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EPFO

Circular regarding Furnishing accurate Gross wages in monthly ECR to avail benefit under Employment Linked Incentive Scheme

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LABOUR LAWS

Authority

Employees' Provident Fund Organization (EPFO)

Circular Date

Jul 22, 2025

Circular Number

ELI/GrossWagesinECR/2025/E-1132964

Effective Date

Jul 22, 2025

EPFO ISSUES CIRCULAR REGARDING FURNISHING ACCURATE GROSS WAGES IN MONTHLY ECR TO AVAIL BENEFIT UNDER EMPLOYMENT LINKED INCENTIVE SCHEME

Applicability :

- *All employers filing Electronic Challan-cum-Return (ECR) under EPFO*
- *All EPFO-covered establishments participating in the Employment Linked Incentive (ELI) Scheme*
- *All Zonal, Regional, and District EPFO offices*

The Employees' Provident Fund Organisation (EPFO) released a circular on July 22, 2025 regarding proper declaration of gross wages in the monthly Electronic Challan-cum-Return (ECR) submission by employers. This specific instruction pertains to the Employment Linked Incentive (ELI) Scheme, which incentivizes both employers and employees.

In the ELI Scheme, criteria include a restriction for employees whose gross monthly wages exceed ₹1,00,000. This limitation makes the accurate reporting of gross wages in the ECR critical for determining eligibility in the scheme and preventing unintended claims or denials.

As of the wage month of August 2025, all employers under the coverage of EPFO are required to accurately record gross wages in the ECR for the relevant field.

This aims to:

- Safeguard the accuracy and reliability regarding the disbursement of incentives,
- Derive protection for the scheme against misuse or misrepresentation,
- Provide smooth automated verification and eligibility determination for ELI benefits.

The circular has also instructed all field offices of EPFO, including Zonal, Regional, and District Offices, to ensure these instructions are well disseminated for compliance by all establishments under their coverage. This information is also to be exposed via the EPFO website and employer/member portals for wider reach.

This action will enhance precision in data processing for ECR filings and facilitate the implementation of ELI benefits. It emphasizes the compliance, digital precision, and streamlined provisioning of employment benefits offered by the government that EPFO focuses on.

SOURCE: [Click here for more details](#)



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