



## GRC BULLETIN

AUGUST - 2025, VOLUME: I

#### **EPFO**

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

Click Here to Read Full Bulletin

### # 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.

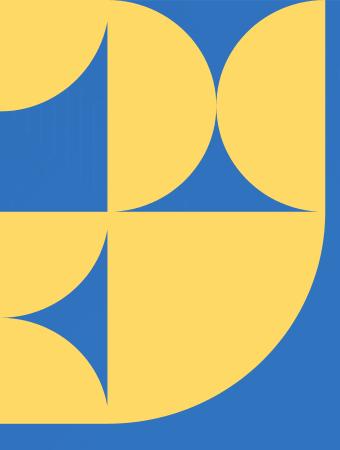
#### This aims to:

- Safeguard the accuracy and reliability regarding the disbursement of incentives,
- Derive protection for the scheme against misuse o 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** 





#### **Head Quarters:**

Vasudha, 2nd Floor, No. 2, 38th Main Rd, Rose Garden, JP Nagar Phase 6, J. P. Nagar, Bengaluru, Karnataka 560078

Ph: 080 41673023

Email: info@ricago.com

Website: www.ricago.com

Subscribe to the Newsletter:

Subscribe

Disclaimer: This newsletter is prepared by Clonect Solutions Pvt. Ltd. and contains information about the statutory compliance updates for general information only. No claim is made as to warrant or represent that the information contained in this document is correct. Also, it should not be considered as legal or financial advice and under no circumstances Clonect Solutions Pvt. Ltd. shall be held responsible for any kind of damages arising there to.