



## Administration of E.P.F Schemes

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### Abstract:

The social security schemes in India cover only a small segment of the organized work- force, which may be defined as workers who are having a direct regular employer–employee relationship within an organization. The social security legislations in India derive their strength and spirit from the Directive Principles of the State Policy as contained in the Constitution of India. These provide for mandatory social security benefits either solely at the cost of the employers or on the basis of joint contribution of the employers and the employees. While protective entitlements accrue to the employees, the responsibilities for compliance largely rest with the employers

**Keywords:** daily life, social security, protective entitlements

### INTRODUCTION

Work is part of everyone's daily life and is crucial to one's dignity, well-being and development as a human being. Economic development means not only creation of jobs but also working conditions in which one can work in freedom, safety and dignity. Ministry of Labour & Employment, one of the oldest and important Ministries of the Government of India, is functioning to ensure that it remains focused on improving life and dignity of labour force of the country by protecting & safeguarding the interest of workers , promotion of their welfare and providing social security to the labour force both in Organized and Unorganized Sectors by enactment and implementation of various Labour Laws , which regulate the terms and conditions of service and employment of workers. The State Governments are also competent to enact legislations, as labour is a subject in the Concurrent List under the Constitution of India.

### Employees Provident Fund Organization (EPFO):

This Organisation is responsible for administration of the Employees Provident Funds and Miscellaneous Provisions Act, 1952. The Schemes for Provident Fund, Family Pension and Deposit Linked Insurance are implemented by the Organisation for the benefit of workers covered under the scheme. The Organisation is also responsible for administration of Employees Pension Scheme, 1995 that came into existence on 16.11.1995. The social security schemes in India cover only a small segment of the organized work- force, which may be defined as workers who are having a direct regular employer–employee relationship within an organization. The social security legislations in India derive their strength and spirit from the Directive Principles of the State Policy as contained in the Constitution of India. These provide for mandatory social security benefits either solely at the cost of the employers



or on the basis of joint contribution of the employers and the employees. While protective entitlements accrue to the employees, the responsibilities for compliance largely rest with the employers<sup>48</sup>.

The Employees' Provident Fund Organisation, an autonomous body under the Ministry of Labour & Employment (Mol&e), Government of India, administers the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and the Schemes framed there under. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is a welfare legislation enacted for the purpose of instituting provident funds, pension fund and deposit linked insurance fund for employees working in factories and other establishments. The Act aims at providing social security and timely monetary assistance to industrial employees and their families when they are in distress and/or unable to meet family and social obligations and to protect them in old age, disablement, early death of bread winner and similar contingencies.

#### **Schemes Framed Under the EPF & MP Act, 1952:**

1. Following three Schemes have been framed under the Act:-The Employees' Provident Funds Scheme, 1952 (EPF) – (W.E.F 1<sup>st</sup> November, 1952) *Provident Fund is based on a defined*

*contribution scheme where both the employees and the employers contribute their mandated share.*

2. The Employees' Pension Scheme, 1995 (EPS) (W.E.F 16<sup>th</sup> November, 1995) {replacing the Employees' Family Pension Scheme, 1971} *A mix of "defined contribution" and "defined benefit" forms the Pension Scheme. The employees do not have to contribute to this scheme.*

3. The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI) (W.E.F. 1<sup>st</sup> August, 1976) *Insurance Scheme is a deposit linked Scheme that provides for benefits up to <sup>1</sup> 6,00,000/- without any contribution from employees.*

#### **Coverage of Establishments and Members :**

Presently, the Act is applicable to industries/ classes of establishments specified in Schedule I of the Act or any activity notified by the Central Government in the Official Gazette and employing twenty or more persons. Apart from the provision for compulsory coverage, provision also exists under Section 1(4) of the Act for voluntary coverage. As on 31.03.2019, there were 12,34,282 establishments and factories covered under the Act with a membership of 22.92crore, both in the Exempted and Un-exempted sectors. With effect from 01-09-2014, an employee, on joining employment in a covered establishment and getting pay up to Rs.15,000/- is required to become a member of the fund. During October, 2019, contribution was received against 4.86 crore members from 5,21,373 establishments covered under the Act.

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<sup>48</sup> **Shri Sunil Barthwal, IAS ( BH:1989)** has assumed the charge as Central Provident Fund Commissioner EPFO W. E.F. 30.06.2018.



### **Employees' Provident Fund Scheme 1952:**

A member of the Employees Provident Fund Scheme is entitled to withdraw the amount lying in his account together with interest on quitting service. During the year 2018-19, 163.78 lakh EPF claims were settled. The scheme also provides for partial withdrawals from the Provident Fund Account to meet contingencies like illness, unemployment invalidation and also to provide financial assistance to discharge their social responsibilities like marriage of self, children or higher education of children and construction of dwelling house. At the end of a financial year a member is also entitled to receive annual statement of account indicating the balance in his EPF Account.

### **Employees' Pension Scheme 1995:**

The Employees' Pension Scheme 1995 has been introduced with effect from 16.11.1995. The Scheme is financed by transferring 8.33% of the Provident

Fund contributions from employers' share and by contribution @ 1.16% of basic wages of employees by the Central Government. All accumulations in the ceased Employees' Family Pension Fund constitute the corpus of the Pension Fund.

### **Benefits under the Pension Scheme:**

The Employees' Pension Scheme, 1995 provides the following benefits to the members and their families: Monthly member pension

- Disablement pension
- Widow/ widower pension
- Children pension
- Orphan pension
- Disabled Children/Orphan Pension
- Nominee pension
- Pension to dependent parents
- Withdrawal benefit

The category-wise break up of pension claims (all benefits) settled by the Employees' Provident Fund Organisation during the year 2018- 19 is indicated in the following Table:

Category of Claims	Number of Claims Settled
Monthly Pension Benefits	3.24 lakh
Other than Monthly Pension	44.95 lakh
TOTAL	48.19 lakh

### **Pension Division Pensioners:**

The EPS has since its inception grown in terms of the beneficiaries at a rapid pace. In the last five years the overall growth in terms of the pensioners being

benefited by the scheme-has increased at more than **5%** to **10%** year on year. The increase in the number of pensioners in the last five years are given in the table and the graph below:



Distribution of Pension Categories under the Employees' Pension Scheme, 1995							
Year	Member Pension	Spouse Pension	Children Pension	Nominee Pension	Parent Pension	Orphan Pension	Total Pensioner
2014-15	3566857	890537	586935	10069	19884	30115	5104397
2015-16	3783251	930372	574137	10058	23038	36925	5357781
2016-17	3875335	1139764	570519	12300	31261	20618	5649797
2017-18	4211685	1431613	556510	10562	41740	21080	6273190
2018-19	4325413	1477583	573580	10538	43264	21368	6451746

Among the pensioners, the category of member pensioners constitutes almost 67% of the total number of pensioners with the spouse and children pensioners constituting about 32% of the pensioners. EPS Fund Receipts, Payments and Corpus: With the increase in the number of pensioners the amount disbursed as pension have also shown a steady increase over the years. However, the Fund has not witnessed any cash flow problems till now, in spite of there being a projected actuarial deficit in the valuation of the Fund. The outgo from the EPS in the last five years is as below:

EPS Payments (Rs. in Crores): Along with the increase in the pension and withdrawal benefit payments there has been a continuous increase in the receipts and corpus given the growth in the membership as well as general increase in wages.

EPS Payments (Rs. In crores)			
Year	Pension Disbursed	Withdrawal Benefits	Total
2014-2015	7,212.53	5,388.41	12,600.94
2015-2016	8,263.04	5,282.13	13,545.17
2016-2017	9,212.25	6,297.98	15,510.23
2017-2018	9,844.81	7,471.42	17,316.23
2018-2019	10,966.28	6,983.94	17,950.22

The growth in the receipts and corpus in the previous five years are given in the table and the graph below. Pension Fund Receipts & Corpus: The accumulated corpus of the EPS has grown steadily and since the year 2014-15 the corpus has increased by almost 73.85%. The fund has consistently had more receipts than payment outgo since inception and the position in the previous five years is depicted in the tables and the graph above.

#### Implementation of minimum pension provision:

During the year 2014-15, one of the long-awaited demands for implementation of the minimum pension was given effect to. The Central Government had issued Gazette Notification No. 593(E) dated 19.08.2014 providing a minimum pension of Rs.1,000/- per month for member / widow(er) / disabled/



nominee/ dependent parent pensioners, Rs.750/- per month for orphan pensioners and Rs.250/- per month for children pensioners

Pension Fund Receipts & Corpus					(Rs in crores)
Year	Contribution (Employer's share)	Contribution (Govt. share)	Total Contribution received during the year	Interest	Corpus as at the end of Financial Year
2014-15	21,951.70	2,299.80	24,251.50	19,097.28	2,38,531.84
2015-16	29,026.88	3,280.20	32,307.08	21,662.14	2,77,077.20
2016-17	32,108.65	4,284.80	36,393.45	25,381.19	3,18,412.38
2017-18	36,618.23	5,757.42	42,375.65	30,260.66	3,93,604.40
2018-19	40,259.74	6,401.90	46,661.64	21,589.62	4,14,687.98

Year	No. of Pensioners benefited	Amount paid as per original pension (Rs. in crores)	Amount Paid as per minimum pension notification (Rs. in crores)	Difference amount (Rs. in crores)
<b>2016-17</b>	18,34,624	1,333.63	2,146.69	813.06
<b>2017-18</b>	17,21,904	1,342.47	2,177.30	834.83
<b>2018-19</b>	19,07,670	1,433.69	2,354.16	920.47

Immediately after the notification, necessary amendments in the application software were made to commence the payment of the revised minimum pension. The payment of pension with the revised minimum pension applicable has commenced from September, 2014. The details of pensioners affected and the amount disbursed in respect of them in the last three years are as follows:

#### **Actuarial Valuation of the Employees' Pension Scheme, 1995:**

Employees' Pension Scheme, 1995 is a funded scheme with combined features of Defined Benefit and Defined

Contribution. Accordingly, the scheme prescribes the rate of contribution payable as well as the scale of benefits admissible. A provision has been made under Para 32 of the Employees' Pension Scheme, 1995 for annual valuation of Employees' Pension Fund by a Valuer appointed by the Central Government.

The process of appointment of Actuary for the 22<sup>nd</sup> and 23<sup>rd</sup> valuation of Employees' Pension Fund for the year 2017-18 and 2018-19 has been initiated.

**Pension Disbursement:** The disbursement of pension is being



carried out at present using the Core Banking System (CBS) platform of the pension disbursement banks. Instructions were issued to the field offices to ensure that pension was credited to the pensioners' accounts on the first working day of the month. The disbursement of monthly pension benefits is carried out through the network of branches of banks with which agreements have been made. The Regional Offices have entered into arrangements with Nationalized Commercial Banks for this purpose. Centralized pension disbursement arrangement agreements have also been made with HDFC Bank, ICICI Bank, AxisBank and Post offices to disburse pension and other benefits all over India.

**Employees' Deposit Linked Insurance Scheme:** Insurance Scheme came into force on 1<sup>st</sup> August, 1976. This Scheme is supported by a nominal contribution by the employers. No contribution is payable by the Employee for availing the Insurance cover.

**Application and Coverage:** Insurance Scheme is applicable to all factories/establishments to which the EPF Act 1952 applies. All the employees who are members of the provident fund are members of this Scheme.

**Benefits Under the Scheme:** The following benefits are provided in case of death of an employee who was member of the scheme at the time of death:-

1. The family gets an amount linked to either the average balance in PF account during preceding 12 months or during the period of his membership, whichever is less, except where the

average balance exceeds rupees fifty thousand, the amount payable shall be rupees fifty thousand plus 40% of the amount in excess of rupees fifty thousand subject to a ceiling of rupees one lakh. The benefit will be further increased by twenty percent.

2. where the deceased member was in the employment of the same establishment for a continuous period of twelve months, preceding the month in which he died, the quantum of benefits will be the average monthly wages drawn (subject to a maximum of Rs.15,000/-) during the twelve months preceding the month in which employee died, multiplied by thirty times plus fifty percent of the average balance in the account of the deceased in the Fund or of a provident fund exempted under section 17 of the Act or under, paragraph 27 or 27A of the Employees' Provident Funds Scheme, 1952, as the case may be, during the preceding twelve months or during the period of his membership, whichever is less subject to a ceiling of one lakh and fifty thousand rupees. Provided that where the member has rendered continuous service of one year in the same establishment, the assurance benefit shall not be less than two lakh and fifty thousand rupees and should not exceed six lakh rupees.

### **3. Compliance and Arrear Management:**

4. A special enrolment drive was launched starting January 2018 up to June 2018 to enroll and bring left out eligible workers under the ambit of EPFO. The salient features of the enrolment campaign included non-levy of administrative charges on the declarations made, nominal damages @ Rs. 1 p.a only, waiver of employee contribution if not deducted in





respect of employees enrolled during the campaign period, **PMRPY/PMRPY** benefits available for new workers. During the enrolment drive, 1,01,31,453 members (with contribution) were enrolled with EPFO.

The arrears under all the schemes as on 31<sup>st</sup> March 2019 were of the order of Rs. 7,254.15 crore. Out of this 65.54% pertained to not immediately realizable category being the amount locked in courts and where stay has been granted by the courts. In order to recover the arrears, EPFO takes various actions under the provisions of Section 8 of the Act, 1952. Steps are taken to get the stay orders vacated to recover arrears under the not immediately realizable category. It also launches prosecution against the defaulting employers under Section 14 of the Act and prosecutes employers under section 406/409 of the Indian Penal Code in case they deduct employee's share of contribution but do not remit

the same to the Fund. During the year 2018-19, arrears amounting to Rs. 3,400.03 crore were realized out of a total workload of Rs. 8,664.32 crore under both un exempted and exempted sector of establishment

**Pradhan Mantri Rojgar Protshan Yojna (Pmrpy):**

The Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) was launched on 9th of August, 2016. In order to incentivise creation and generation of new jobs in formal sector, the Scheme provided that Government of India will pay the Employee's Pension Scheme (EPS'95) contribution of 8.33% for all new employees enrolling under the Employees' provident Fund Scheme, 1952 (with EPFO) for the first three years of their employment. This was intended to

incentivise the employers to recruit unemployed persons and also to formalize the employment. In order to channelize this intervention towards the target group of semi-skilled and unskilled workers, the Scheme was applicable to those with salary/wages up to Rs 15000/- per month and who had not worked in any establishment registered with EPFO prior to 01/04/2016 and did not have UAN prior to 01/04/2016. This Scheme had a dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, a large number of workers will find jobs in such establishments. A direct benefit is that these workers will have access to social security benefits of the organised sector. To check duplication errors and prevent unscrupulous members from availing the benefit, it was mandated that the UAN of beneficiaries will be seeded with Aadhaar.

With effect from 01/04/2018, the whole of employer's share of EPF & EPS contribution (10% or 12% as the case may be) is being provided to the employers for a period of three years in respect of the new employees and the existing employees for their remaining period of three years. Hence, the establishments and the employees therein which were getting twin benefits under both PMRPY & PMRPY now are eligible for the full benefit of 12% (or 10%) under PMRPY since 01.04.2018. The terminal date for registration of beneficiary through establishment was 31st March, 2019. The Scheme received good response from the employers. The year wise details are given as under:



PMPRPY

Financial Year	Employees benefitted	Employers benefitted	Subsidy disbursed (Rs. In Crore)
2016-17	33031	868	25839391
2017-18	3025084	39423	4919573820
2018-19	8746888	144736	38760621315
Financial Year	Employees benefitted	Employers benefitted	Subsidy disbursed (Rs. In Crore)
2016-17	3900	19	1787994
2017-18	218304	689	187502672
2018-19	46840	781	51668588

The Government has revised the Scheme guidelines dated 23.02.2017 vide their order dated 07.03.2019. This has produced the effect that for any establishment to avail upfront benefit under PMPRPY for a particular wage month, it is now mandatory that the ECR is filed by 15<sup>th</sup> of the subsequent month. On the initiative of the ACC (HQ) PMPRPY and the help of Concurrent Audit Cell as well as IS Division, a scrutiny of the data of beneficiaries under PMPRPY scheme was taken up and the same was validated with the legacy data of members exiting before 01.04.2016 on different parameters like, PAN, Aadhar, Name, Father's Name, Date of Birth and Gender of the beneficiaries. The outcome located a large member of duplicate cases who were suspected to be in-eligible

beneficiaries under the PMPRPY scheme. Such accounts were blocked and further flow of benefited under the PMPRPY scheme in respect of the suspected UANs was disallowed.

The lists of such cases were pushed into the logins of the respective establishments for verification and certification of their authenticity. A notice to the effect was also issued to all the related establishments by the respective RPFCs with a request to either confirm their authenticity or block those cases permanently. Till the end of the Financial Year 2018-19, their de-duplication exercise was under progress involving verification of about 9 (Nine) lakh UANs registered under PMPRPY.

**EMPLOYEES' PROVIDENT FUND ORGANISATION (EPFO):** The





Employees' Provident Fund and Miscellaneous Provisions Act, 1952 provides for Provident Fund, Pension Scheme and Insurance Fund in factories/ establishments employing twenty or more employees in industries mentioned in Schedule-I to the Act. The Government of India through the Employees' Provident Fund Organization (EPFO) administers the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and the following three Schemes framed under the Act:-

The Employees' Provident Funds Scheme, 1952 (EPF)

The Employees' Pension Scheme, 1995 (EPS)

The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI)

During the financial year 2018-19 EPFO has undertaken following new initiatives:  
Claim Receipt Entry at District Offices:  
Online filing of International Workers Return:

Auto approval of Digital Life Certificates:

Delinking of wrong Aadhar in PPO:

Auto processing of Back Period accounts:

Document upload facility for correction in DOB:

Policy Changes: In order to bring more transparency and minimise the grievances these initiatives have also been taken:- Directions have been issued for providing Calculation Sheet to the subscribers at the time of PF withdrawal. And also to provide calculations to the Pensioners with regard to the Pension sanctioned.

**Pension Schemes :** National Pension Scheme for Traders & Self-employed persons: After the success of the Pradhan Mantri Shram Yogi Maandhan Yojana (PM-SYM)

launched (in March, 2019) for old age protection and social security of unorganized workers, Government has launched National Pension Scheme for Traders and Self Employed Persons on 12.09.2019. The entry age for enrolment under the scheme is 18-40 years (Table.1). Traders and Self Employed Persons having 'annual turnover' not exceeding Rs. 1.5 crore and who are not a member of EPFO/ESIC/ Govt Contributed NPS / PM-SYM and also not an income tax payer are eligible to join the scheme. It is a voluntary and contributory pension scheme on 50:50 basis, where prescribed age-specific contribution shall be made by the beneficiary and there will be matching contribution by the Central Government as per the scheme guidelines. The beneficiary will get assured monthly pension of Rs. 3000/- per month on attaining the age of 60 years. The pension scheme provides old age social security and promotes inclusiveness among Traders and Self Employed Persons.

#### **Regional Conference of State Labour Ministers / Labour Secretaries:**

The present Government has widened the scope of continuous engagement of consultations among the stakeholders for inclusive labour policy formulation at center and state level. The regional level conference of State Labour Ministers and State Labour Secretaries are being organized in different regions of the country with the objectives of exchange of ideas, sharing of best practices and for apprising Central Government's major initiatives in the areas of labour and employment. During 2019, the Ministry organized the following Regional Labour Conferences under the



Chairmanship of Shri Santosh Kumar Gangwar, Minister of State (Independent Charge) for Labour and Employment, Government of India, covering the subjects such as pension schemes for unorganized sector, traders and self-employed persons; Labour reforms through codification of existing Central Labour Acts into 4 Codes, namely, the Code on Wages, the Occupational Safety, Health & Working Conditions Code, the Industrial Relations Code and Code on Social Security; extension of medical facilities through Employees State Insurance Corporation (ESIC); and employment generation:

(i) The Regional Labour Conference for Eastern Zone (consisting of States/UT viz. Odisha, Bihar, Chhattisgarh, Jharkhand, West Bengal and Andaman & Nicobar Islands) on 22nd October 2019 at Bhubaneswar, Odisha. The conference was attended by the Labour Ministers of the States of Odisha, Bihar, and Chhattisgarh in addition to senior officers of the States of Odisha, Bihar, Chhattisgarh, Jharkhand, West Bengal and UT of Andaman & Nicobar Islands.

(ii) The Regional Labour Conference for Southern Zone (consisting of States/UT viz. Kerala, Karnataka, Andhra Pradesh, Telangana, Tamil Nadu, Puducherry (UT) and Lakshadweep (UT)) held on 18<sup>th</sup> December, 2019 at Cochin, Kerala. The Conference was attended by Hon'ble Minister of the states of Kerala, Telangana and Puducherry and senior officers of the States of Kerala, Karnataka, Andhra Pradesh, Telangana, Tamil Nadu and UTs of Puducherry and Lakshadweep.

### **National Stakeholder Consultation on the Future of Work':**

A one day 'National Stakeholder Consultation on the Future of Work' work jointly convened by M/o Labour and Employment, VVGNI and ILO on 8<sup>th</sup> February, 2019 at Noida, VVGNI to Celebrate ILO Centenary year.

### **ONLINE RETURN:**

Unified Online Annual Returns have been made mandatory in respect of eight (8) Central Labour Acts, namely, the Payment of Wages Act, 1936, the Minimum Wages Act, 1948, the Maternity Benefit Act, 1961, the Payment of Bonus Act, 1965, the Industrial Disputes Act, 1947, the Contract Labour (Regulation and Abolition) Act, 1970, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, and the Building and Other Construction Workers (Regulation of Employment and Condition of Service) (BOCW) Act, 1996. These Returns which were half yearly/annually earlier, now need to be filed by all employers annually only and are to be filed online. Since launch of the Online Annual Return on 24.04.2015, 1,08,711 online returns have been filed on the Shram Suvidha Portal as on 08.11.2019.

Returns under Mines Act, 1952 (Coal Mines Regulations, Metallurgical Mines Regulations and Oil Mines Regulations) have been made online on Shram Suvidha Portal. As on 08.11.2019, 31,047 online returns have been filed on the Shram Suvidha Portal.

**Common Registration:** Common Registration form for EPFO and ESIC has been made operational. As on



08.11.2019, 1,27,544 units have been registered with EPFO & 1,07,681 units have been registered with ESIC. Common Registration under three Central Acts namely the Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996, the Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Act, 1979 and the Contract Labour (Regulation and Abolition) Act, 1970 is being provided online on Shram Suvidha Portal. 6052 registrations have been issued using this facility as on 08.11.2019.

***State Integration:***

Integration of States with Shram Suvidha Portal is under way. As on date, Haryana, Gujarat, Rajasthan, Uttar Pradesh, Madhya Pradesh, Maharashtra, Punjab, Uttarakhand and Delhi are being integrated with the Portal. Data is being shared and LIN is being allotted to the establishments covered by the state labour enforcement agencies.

**Start Up India:** Facility for exemption from Labour Inspections under six (6) Central Labour Acts is being provided to the Start-ups which submit self certified declarations through Shram Suvidha Portal.

***Software Application for Monitoring And Disposal, Handling of Apprehended/Existing Industrial Dispute(SAMADHAN) Portal:***

SAMADHAN (Software Application for Monitoring And Disposal, Handling of Apprehended/Existing Industrial Dispute) is an online portal devised to introduce the workers to an easy way of filing their dispute with the appropriate Conciliation Officer,

encouraging transparency, speedy justice and trust by workers on the governance of the Government. The system is so designed that it would integrate all the role players (viz. Workman, Conciliation officer, Appropriate Government, and CGITs) in the dispute under one roof i.e. on SAMADHAN. (For more details please refer Chapter-3).

***Employment Generation:***

**Pradhan Mantri Rojgar Protsahan Yojana (PMRPY):** The Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) Scheme was launched on 9<sup>th</sup> August, 2016 to incentivise employers for generation of new employment, where Government of India was paying the full employer's contribution of 12% or as applicable towards EPF& EPS both w.e.f 01.04.2018 for new employment. This scheme had dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, these workers will have access to social security benefits of the organized sector. The scheme is being implemented through EPFO.National Career Service:

The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The NCS Portal ([www.ncs.gov.in](http://www.ncs.gov.in)) was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015.