

THE COMPLIANCE WATCH

QUALITY | WILL TO WIN | BUILDING & LEVERAGING RELATIONSHIPS



UCS POV : LABOUR CODES UPDATES

SHAIJU MATHEW
CHIEF OPERATING OFFICER

The Labour Codes have been enforced w.e.f. 21st November 2025; however, the Rules under these Codes have not yet been implemented by the Central and respective State Governments as of date. In view of the same, the following are the compliances which are already in enforcement and the same have to be ensured by the establishments:

- **Definition of “Wages”** : All monthly wages and other allowances, including Basic and DA, should be considered as “wages” for all purposes (excluding HRA, Statutory Bonus, LTA, Conveyance, Medical Allowances, PF employer contribution, incentive and overtime, allowances as per the nature of employment – these excluded components should be within the limit of 50% of the total remuneration).

Gratuity to be paid as per the above wage definition for employees who have separated after 21st November 2025 and are eligible for gratuity.

EPF contribution on wages of Rs. 15,000/- or above can continue with the same contribution, and there is no obligation to contribute on the revised wage.

ESIC: The new wage definition to be considered for both eligibility and contribution (wages up to Rs. 21,000 p.m.), and contribution also on the same wage definition.

Payment of Bonus : The new wage definition to be considered to determine the bonus eligibility for an employee (wages up to Rs. 21,000 p.m.), and bonus calculation shall be on the minimum wages applicable to the employees.

The above-mentioned needs to be ensured for both the regular employees and also the employees working at the establishment through third-party contractors.

- **Leaves and Holidays** : The establishments which are covered under the Shops and Establishments Act shall continue to follow the leaves and holidays as prescribed in the respective State S&E Acts, including the accumulation limit and encashment of leaves. However, the “wages” as per the Code on Wages are to be considered for leave encashment, as the S&E Act wage definition refers to the “wages” definition under the Payment of Wages Act.

- **Core and Non-core Activities** : The list of non-core activities in an establishment is only prescribed under the Codes, and the respective States will have to publish the list of core activities separately, which is still pending. In view of this, the Licensing Officer will have the discretion to decide while processing the OSH registration, considering the nature of work of the contractors.

• **Principal Employer's (PE) Responsibility for Contractor's Compliance** : As per the Code on Social Security, the "employee" definition includes employees through a contractor, and it is not limited to contract workers. Therefore, PEs shall be responsible to ensure the compliances of EPF, ESIC, gratuity, leaves and working hours for all employees, including contract employees working at the PE's office.

• **Gratuity for FTE** : The employees who are on a fixed contract period shall be eligible for gratuity after completion of one year of employment, and the same is also effective from 21st November 2025.

KARNATAKA TO SOON IMPLEMENT NEW MINIMUM WAGE FOR WORKERS: LAD

Karnataka labour minister Santosh S Lad Sunday said efforts will be made to implement a new minimum wage in the state in the coming days, in line with Supreme Court guidelines that factor in workers' needs for food, clothing and housing.

The minimum monthly wage averages about Rs 19,000. Lad said the state govt is committed to the welfare of unorganised sector workers and is bringing them into the mainstream through initiatives such as Ambedkar Sahaya Hasta programme. He noted Karnataka is the first state to introduce a Gig Workers Bill to safeguard the interests of delivery personnel working with online platforms.

He added that the govt will soon distribute smart cards for the welfare of drivers and cleaners. New legislation such as Cine Bill and Domestic Workers Bill are being framed to ensure social security for film industry workers and domestic workers. At an event here, Sandur MLA E Annapurna said the taluk has seen a strong focus on education.

Of the 175 schools, 65 have already been developed into model schools, while plans are in place to upgrade the remaining 110. Ballari MP E Tukaram highlighted the 'Clinic on Wheels' initiative, under which 13 mobile units have been delivering healthcare services at people's doorsteps, benefiting around 8.3 lakh people since 2020, with an average of 1.6 lakh beneficiaries annually.



Source - Times Of India

EPFO IS AUTOMATICALLY SENDING UNCLAIMED PF MONEY TO YOUR BANK

In a major relief for millions of salaried employees, the Employees' Provident Fund Organisation (EPFO) has launched a strategic initiative to reunite subscribers with over ₹10,181 crore lying in inoperative accounts.

The central focus of this campaign is a new "auto-settlement" facility designed to credit unclaimed balances directly into Aadhaar-linked bank accounts without requiring a formal claim or office visit.

The Automatic Refund Threshold

Following a high-level meeting of the Central Board of Trustees (CBT), the EPFO has approved a pilot project for the automatic refund of balances amounting to ₹1,000 or less.

This move targets approximately 8.1 lakh Aadhaar-verified inoperative accounts, which together hold nearly ₹5,200 crore.

For these small-value accounts, the funds will be transferred seamlessly to the subscriber's registered bank account, bypassing the traditional "red tape" of manual applications.

Tackling High-Value Inoperative Accounts

While small balances are being automated, the EPFO is also reaching out to holders of high-value dormant accounts.

Official data as of February 2026 reveals a significant concentration of wealth in inactive profiles:

- 14,000 accounts hold over ₹5 lakh each.
- 38,000 accounts have balances between ₹1 lakh and ₹5 lakh.
- 41,000 accounts maintain between ₹50,000 and ₹1 lakh.

The EPFO typically classifies an account as "inoperative" if a member makes no contributions for three consecutive years after turning 55.

For those under 55, accounts continue to earn interest until the subscriber reaches the age of 58, provided they remain tracked within the system.

Digital Reforms and “EPFO 3.0”

This outreach is part of the broader EPFO 3.0 rollout. This program leverages AI-driven claim settlements and digitized “Joint Declarations” to correct account discrepancies online.

The EPFO encourages subscribers with balances exceeding ₹1,000 to use the UMANG app for Aadhaar-based face authentication.

This process allows them to activate their Universal Account Numbers (UAN). Once activated and KYC-compliant, members can trigger a full withdrawal using Form 19.

Alternatively, they can transfer their old balance to a current employer to keep their retirement savings mobile and interest-bearing.

Source - SightsInPlus

TRADE UNIONS DEMAND ROLLBACK OF FOUR NEW LABOUR CODES

Trade unions will wage a relentless fight against the new Labour Codes, says CITU State general secretary Ch. Narasinga Rao.

Trade union leaders and activists staging a protest in Visakhapatnam on Wednesday.

Trade union leaders have demanded a rollback of the four Labour Codes, claiming that those are detrimental to the interests of the working class.

Leaders and activists of trade unions affiliated to various political parties staged a protest against the Labour Codes at the Mahatma Gandhi statue near the GVMC Administrative Building on Wednesday.

Addressing the protesters, Centre of Indian Trade Unions (CITU) State general secretary Ch. Narasinga Rao said the working class had fought against the British rule over 140 years ago and got 44 Acts to protect their rights.

The Central government, led by Narendra Modi, had amended 29 of the 44 Acts into four Labour Codes that ‘deprive the workers of their rights’.

Stating that over 30 crore workers participated in a nationwide strike against the new Labour Codes on February 12, Mr. Narasinga Rao said that the Central government was going ahead with implementing them. Workers protested by sporting black badges at their workplace on Wednesday, opposing the move, he said.

Trade unions will wage a relentless fight against the new Labour Codes, he added. Leaders of CITU, AITUC, YSRTUC and others participated in the protest.

Source - The Hindu



HOW THE PROPOSED WAGE HIKE IMPACTS THE EPFO NET

The Government of India’s plan to implement a mandatory national floor minimum wage has sparked concerns regarding its unintended impact on EPFO social security coverage.

While the move aims to improve the living standards of the unorganized workforce, experts warn it could inadvertently push a significant portion of low-income earners out of the Employees’ Provident Fund Organisation (EPFO) net.

The Statutory Wage Ceiling Dilemma

Currently, the mandatory EPFO contribution applies to employees earning a monthly basic salary of up to ₹15,000.

If the new national minimum wage is set at a level that exceeds this statutory ceiling, millions of workers could technically transition from “mandatory” to “voluntary” subscribers.

Under current rules, once a worker’s basic pay crosses the ₹15,000 threshold, employers are no longer legally obligated to contribute to the provident fund unless the employee opts for a voluntary scheme.

Historically, many small and medium enterprises (SMEs) stop contributions once the legal mandate expires to save on operational costs, potentially leaving vulnerable workers without a retirement safety net.

Impact on EPFO Formalization and Take-Home Pay

The Ministry of Labour is currently weighing the balance between increasing “take-home” pay and ensuring long-term financial security.

A higher minimum wage increases immediate liquidity for workers but may lead to a decrease in formal social security enrollments.

For the HR fraternity and corporate leaders, this shift presents a massive administrative challenge.

Companies may need to restructure salary components to maintain compliance while managing the rising cost of labor.

There are growing calls from industry bodies to simultaneously raise the EPFO wage ceiling—possibly to ₹21,000 or ₹25,000—to align with the new wage realities and keep the workforce protected.

Economic Ripple Effects

Economists suggest that if the government does not adjust the EPFO ceiling alongside the minimum wage hike, the stalling of “formalization” in the Indian economy could follow.

Large-scale exclusions from the pension and insurance benefits provided by the EPFO could lead to increased reliance on government-funded social welfare schemes in the long term.

As the government prepares to transition from “minimum wage” to “living wage” by 2025, the synchronization of these two financial benchmarks remains a critical hurdle for policymakers.

Source - SightsInPlus

IS THERE A DEMAND TO INCREASE THE EPF INTEREST RATE TO 10%? LABOUR MINISTRY REPLIES

The Central Board of Trustees (CBT) of EPFO recently decided to retain the 8.25% interest on provident fund deposits for FY 2025-26.

The Employees Provident Fund Organisation (EPFO) has not received any representation from labour unions demanding an increase in the EPF interest rate to up to 10%, according to the Union Ministry of Labour and Employment.

In a written reply to a query in the Lok Sabha on March 30, 2026, Union Minister of State for Labour and Employment, Shobha Karandlaje, said, "No representations have been received from labour unions by EPFO specifically seeking enhancement of the EPF interest rate up to ten per cent."

She was replying to a query on "whether the Government has received formal representations from labour unions seeking enhancement of Employees' Provident Fund (EPF) interest rate up to ten per cent and if so, the number of representations and response thereof."

The Central Board of Trustees (CBT) of EPFO recently decided to retain the 8.25% interest on provident fund deposits for FY 2025-26.

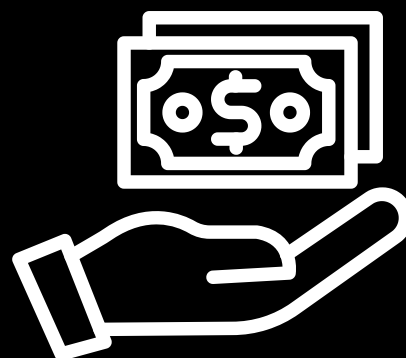
How is EPF interest decided?

The minister said that the EPF interest rate declared by EPFO is based on the actual income earned by the Provident Fund corpus from its investments.

"As per Paragraph 60(4) of the EPF Scheme, 1952, the Central Government is required to ensure that there is no overdrawing on the Interest Account," she said.

"Since the EPF interest rate is based on the actual income earned by the Provident Fund corpus, it is not comparable with any other variable," she added.

The minister further said that rate of interest on EPF is recommended by the CBT, which is a tripartite body comprising representatives of the Government, Employers, and Employees.



Replying to another query related to demand for calculating EPS pension based on actual basic salary, the minister said, "The EPS 1995 is a "Defined Contribution-Defined Benefit" Social Security Scheme. The corpus of the Employees' Pension Fund is made up of (i) contribution by the employer @ 8.33 per cent of pay and (ii) contribution from Central Government through budgetary support @ 1.16 per cent of pay up to an amount of ₹15,000/- per month. As defined in EPS-95 "Pay" means basic wages, with dearness allowance, retaining allowance and cash value of food concessions admissible."

Source - Upstox

PANEL ASKS STATES TO MONITOR JOB SITUATION

The Planning Commission (PC) wants state governments to closely monitor the employment situation, creation and loss of employment opportunities at the district level. The Commission has also asked the states to prepare a paper on employment strategy for the 10th Plan to ensure that the overall objective of creating one crore additional jobs is achieved.

Each state will present the paper before the Planning Commission and secretaries of select central ministries on Monday. The states have also been asked to suggest steps to raise non-farm employment and assess roadblocks to urban employment. They have been told to assess the effectiveness of measures to create new and successful small and medium set-ups in manufacturing, trade, transport, education, health, housing and other services.

The Commission, while acknowledging that states have taken initiatives to create employment in some of the areas, has said that there was a need to devise methodologies and procedures to make correct estimates of the hike in employment opportunities. The Commission has flagged the need for independent evaluation of various centrally sponsored schemes and state-level employment promotion schemes for its direct and indirect effect on employment.

Outlining some of the measures in a note to the state chief secretaries, the commission has said that state governments could take initiatives to create employment opportunities in labour intensive industries such as textiles, handlooms, khadi and village; food processing; service providing industries such as trade and tourism; social infrastructure, health, education, housing, civic amenities and organised establishments in the private sector.

It has also suggested that sectoral initiatives such as shifting of cropping pattern of agriculture in favour of more labour intensive crops, development of clusters of tiny/small industries and policies to encourage free movement of agriculture commodities could also yield large benefits in terms of employment generation.

Source - Economic Times

INDIA INC SALARY RESTRUCTURING: HOW NEW LABOUR CODES AND INCOME TAX RULES WILL IMPACT TAKE-HOME PAY AND RETIREMENT SAVINGS

For salaried employees heading into appraisal discussions this year, the key questions at the centre of performance and compensation review are: how will the new labour codes 2025 impact their take-home salaries? Will employers incorporate the newly enhanced tax-exempt allowances, such as children's education expenses and hostel fees, into cost-to-company (CTC) packages?

The answer, for now, is that most companies are readying themselves for a rollout, and are yet to implement the changes.

Status check

Many employers are stopping short of a full rollout as they await the central government's notification of the final rules that will govern implementation, say human resources and payroll professionals. Several states, too, are yet to notify their rules.

"Most organisations are currently in a wait-and-watch mode. While they have run internal simulations and scenario planning around the new labour codes and updated income tax rules, widespread structural changes to the salary structures have not yet been fully implemented. This is largely because final rules, state-level notifications, and clarity on timelines are still evolving," says Balasubramanian A., Senior Vice President, TeamLease Services, a staffing solutions firm.

Moreover, every state will draft and notify rules covering procedural aspects such as wage ceilings, dispute resolution timelines, inspector authority and exemptions for smaller establishments. "States cannot alter or contradict core substantive provisions. Uniformity is mandated by Section 9 of each code, with central government oversight," says Alay Razvi, Managing Partner with law firm, Accord Juris.

Since labour is a concurrent subject, state-level notifications are essential for full implementation. “As a result, many employers are deferring formal restructuring to avoid multiple iterations. Some are even preparing to implement changes with retrospective effect once the rules are finalised,” says chartered accountant Bhavesh Shah, Senior Partner, Hasmukh Shah & Co LLP, a firm providing outsourced accounting and tax services, including payroll processing.

“Some organisations have started the process of revising compensation structure and aligning with the new labour codes as well as income tax rules,” adds Malathi K.S., Director, Rewards and Consulting, Products and Global Mobility Practice, Mercer, an employee benefits and consulting company.

As per the rules, employers have to take into account 50% of an employee’s CTC to compute social security benefits—employees’ provident fund, gratuity, and employees’ state insurance component, will be linked to this figure. If remuneration is not revised upward, higher gratuity and EPF contributions can reduce the take-home pay. . “One of the key shifts under the labour codes is the expanded definition of ‘wages’, which effectively requires a larger portion of compensation to be treated as fixed pay. While this is often interpreted as a 50% threshold for basic wages, in practice it operates as a compliance principle that limits the excessive use of allowances,” says Sachin Biraj, General Counsel, Legal and Regulatory Affairs, Randstad India, a talent company.

Assumptions/formula used: 1. Basic wages component goes up post labour codes implementation 2. Employers’ EPF contribution = 12% of basic pay 3. The calculations in the table reflect such scenarios where contributions are made on actual basic pay; however, depending on the understanding between you and your employer, EPF contribution can be capped at Rs.1,800 (12% of Rs.15,000); 4. Gratuity = (basic pay/12)*(15/26) 5. Total CTC includes all allowances 6. Take home pay = total CTC - employers’ PF contribution - employees’ PF contribution - gratuity, tax calculated as per the new tax regime slabs.



Retirement cushion

For employees, the immediate concern is: will the monthly in-hand salary fall as Employees’ Provident Fund (EPF) and gratuity—both calculated as a percentage of wages— increase? Higher basic pay automatically raises provident fund and gratuity-linked contributions. While this may reduce monthly take-home pay, it can strengthen long-term savings. “In organisations where EPF is calculated as a percentage of actual basic pay, this will lead to a higher contribution towards retirement benefits. Consequently, while the overall CTC may remain the same, the higher allocation toward statutory and retirement components can result in a lower take-home salary for employees,” says Archit Gupta, Founder and CEO, ClearTax.

“There will be reduced flexibility in salary structuring, limiting the use of allowances for tax optimisation,” adds Shah. For households already juggling home loan equated monthly instalments (EMIs), school fees and systematic investment plans (SIPs), even a modest dip in monthly liquidity can alter financial planning.

According to Balasubramanian, employees’ CTC structure may become fixed-heavy, with basic pay forming at least 50% of total compensation. “While employees may feel a short-term impact on their in-hand salary, the trade-off is higher long-term social security benefits through increased PF and gratuity contributions,” he says. To be sure, depending on your employer’s policies, you can choose to restrict the EPF contribution to 12% of Rs.15,000, which is Rs.1,800 per month—to cushion the blow to your take-home salary.

In addition to the widely-discussed provident fund and gratuity obligations, the new codes will also affect Employees’ State Insurance (ESI) contributions. “Employees who were not covered under ESI due to their monthly wages being less than Rs.21,000 will now be covered for ESI contributions as a result of the definition of ‘wage’ under the new labour codes,” adds Ahetesham Ahmed A Thaver, Associate Partner, ALMT Legal.

Add to this mix the new income tax rules that came into effect from 1 April, and it is clear why the appraisal season this time round is not business as usual. “Organisations are viewing this as an opportune time to look at compensation design as, along with the labour codes, certain income tax provisions and changes to perquisite rules have already come into effect from 1 April, prompting them to evaluate the payroll in the new tax year 2026-27,” says Parizad Sirwalla, Partner and National Head – Tax, Global Mobility Services KPMG in India.

The new tax regime has gained a clear upper hand since Budget 2025, but the recent changes to the income tax rules have brought the old regime back into focus. This is because the rules have raised the tax-exempt limit on multiple allowances, including children's education (Rs.3,000 per month per child; maximum two children) and hostel fees (up to Rs.9,000 per month per child), which are available only under the old regime. Meal benefit (up to Rs.200 per meal) is now available under both regimes. Apart from this, taxpayers living on rent in Bengaluru, Ahmedabad, Pune and Hyderabad are now eligible to claim house rent allowance exemption of up to 50% of basic, up from 40%.

Negotiate with care

If, after careful comparison of the two regimes and labour codes impact, you find that the old regime will be beneficial overall, you can negotiate with your employer to incorporate children's education and hostel allowance into your pay package, your employer's policies permitting.

"Employees can also explore reimbursement-based components (such as fuel reimbursements), wherever feasible, subject to company policies," says Shah. Look at three specific numbers: likely revised take-home salary post-labour codes implementation, annual tax outgo under both regimes, and retirement contributions.

"Focus on higher total CTC and useful benefits, not salary breakup, because the room to play with structure is much smaller now," adds Sarbojit Mallick, Co-founder, Instahyre, a job search platform.

To start with, estimate your expected gross income during the financial year, and identify the allowances and exemptions that can reduce your taxable income. "Compare your tax liability under both the old and new tax regimes and choose the one that results in lower overall tax outflow. Based on this, negotiate the structure of your salary components," says Gupta of ClearTax.

Source - Economic Times



MENSTRUAL HEALTH LINKED TO FUNDAMENTAL RIGHT TO LIFE: HC

The Karnataka High Court on Wednesday held that a woman's menstrual health is intrinsically linked to her right to life under Article 21, and directed the State government to "strictly and faithfully implement" its menstrual leave policy in force from December 2025.

The policy mandates registered establishments to grant one day of leave per month to women employees aged 18 to 52 during their menstrual cycle, until the proposed new, detailed law on menstrual leave is enacted.

Justice M. Nagaprasanna added that once the proposed law, the Karnataka Menstrual Leave and Hygiene Bill, is passed, the State must, "without any undue delay frame appropriate rules" to give the law a "full and meaningful effect." The judge said that the measure cannot remain a mere declaration but must translate into tangible relief for women workers across sectors, particularly the unorganised sector.

Justice Nagaprasanna also told the Karnataka government not to let criticisms of its policy on the ground of breach of the right to equality affect its implementation. He said that concerns about violating Article 14 were misplaced, because while men and women are equal before the law, they are biologically different. Recognising these differences, especially in matters of health, dignity, and bodily autonomy, does not undermine equality but rather "advances substantive equality" by addressing real, lived disparities, the Court said.

"This Court would also observe that the State ought not to be deterred or constrained by misplaced apprehensions founded upon a superficial invocation of Article 14 of the Constitution of India. Men and women stand equal in the eyes of the law; yet, they are biologically distinct. To acknowledge such differences, particularly in matters concerning health, dignity, and bodily autonomy, is not to transgress the guarantee of equality, but to give it substantive meaning," Justice Nagaprasanna said.

While the Court refrained from issuing a blanket direction for immediate universal enforcement of the policy, it observed that, in light of the Supreme Court's January 2026 ruling in *Jaya Thakur vs Union of India*, menstrual health is linked to the right to life under Article 21, and any State measure in this regard advances constitutional guarantees.

In a detailed 82-page order, Justice Nagaprasanna, who was presiding over the matter before the Dharwad Bench of the High Court, emphasised that once a policy aimed at ensuring dignity and workplace equity has been framed, the State is under an obligation to ensure its effective and uniform implementation, particularly for women in vulnerable and unorganised sectors.

The order came on a petition filed by a 41-year-old woman hotel worker from Belagavi district, who sought enforcement of the State's November 2025 Government Orders introducing menstrual leave. She argued that despite the policy's progressive intent, it remained largely unimplemented in smaller establishments, leaving women like her to continue working through physically taxing conditions during menstruation.

The Court agreed, noting that menstrual health is intrinsically linked to dignity, equality, and humane working conditions. It observed that policies recognising menstrual leave are not merely welfare measures but reflect a constitutional commitment to substantive equality for women in the workplace.

Karnataka's existing policy grants one day of paid menstrual leave per month, up to 12 days annually, to women employees across public and private sectors. The State government defended the policy in court as a "progressive step," but argued that there were practical challenges in monitoring compliance, especially in the unorganised sector.

However, the High Court made it clear that administrative difficulties cannot dilute the State's obligation, and said authorities must take concrete steps to ensure that the benefit reaches all eligible workers, including those in small establishments such as hotels, shops, and informal workplaces.

After the Cabinet approved Karnataka's menstrual leave policy in November 2025 for women aged 18 to 52, a Government Order passed in December extended it to the private sector and later to government employees. However, since existing labour laws, including the Factories Act, Shops and Establishments Act, and others, do not provide for menstrual leave, the State proposed a dedicated legislation to give the policy stronger legal backing.

The proposed Bill also includes students and introduces penalties for non-compliance. Another Bench of the High Court is currently hearing a batch of petitions both in support of and opposing the Bill.

Source - Hindustan Times

EPFO MAY RAISE MINIMUM PENSION UNDER EPS-95; SETTLES 83.1 MILLION CLAIMS IN 2025-26

The ministry of labour and employment is considering raising the minimum pension under the Employees' Pension Scheme (EPS-95) beyond Rs 1000 a month, a decision that could benefit millions of subscribers of the Employees' Provident Fund Organisation but could cost the exchequer heavily.

The Centre contributes in excess of Rs 950 crore every year to meet its commitment of a minimum pension of Rs 1000 to all EPS subscribers.

Labour unions and pensioners' associations have been demanding the minimum pension to be raised to Rs 7500, arguing that the existing amount does not meet basic living expenses.

According to EPFO sources, discussions are underway and a decision could be announced soon. The proposal has also received institutional backing, with a parliamentary committee recommending an upward revision to strengthen social security for retirees.

Record claim settlement

The Employees' Provident Fund Organisation registered a 38.3% jump in claim settlements in 2025-26 with the retirement fund body settling a record 83.1 million claims compared to 60.1 million claims settled in 2024-25, labour and employment minister Mansukh Mandaviya said on Wednesday.

In April 2026 alone, 6.103 million claims had already been settled, with nearly 74% of PF advance claims processed in auto mode and 98.70% of total claims settled in less than 20 days.

Of the total claims settled in 2025-26, 55.1 million claims were advance or partial withdrawals, revealing the ease of access to provident fund (PF) accounts, enabling members to draw upon their savings to meet their needs, he added.

Government data shows 71.1% of advance claims were processed in auto mode in just three days in 2025-26, up from 59.19% in the preceding year, minimizing manual intervention.

Aadhar-based portal

The minister also said that EPFO will soon unveil an Aadhaar-based portal to help subscribers to activate their inoperative old accounts.

The EPF Aadhaar-Based Access Portal for Tracking Inoperative Accounts or E-PRAAPTI will be a dedicated digital platform to facilitate identification, tracking, UAN linking and activation of old EPF accounts.

"The portal will provide a streamlined Aadhaar based authentication mechanism that will enable members to securely access their old EPF account, which may not have an UAN linked with it and initiate the process for updating their member profile followed by seamless UAN linking and activation," the ministry said.

In the initial phase, it said the portal will be member ID based ensuring a secure and efficient roll out while delivering immediate benefits to a large segment of members who possess their member IDs.

"Going forward it is contemplated to expand the scope of E-PRAAPTI to include members who may not be able to recall or access their old members' IDs. The platform is expected to reduce manual intervention, minimize documentation, and enhance transparency and efficiency," it added.

Source - Economic Times

EPFO TO LAUNCH PORTAL TO TRACE, LINK OLD PF ACCOUNTS

The Employees' Provident Fund Organisation (EPFO) is soon going to launch a facility that will allow members to identify, track, activate and link their old provident fund accounts with the existing Universal Account Number (UAN), labour minister Mansukh Mandaviya told reporters Wednesday.

The facility will be useful for a large number of people who started working in the pre-UAN era and are unable to provide a complete chain of their work history while filing claims with the retirement fund body as they may have worked with multiple employers during the period. Introduced in 2014, the 12-digit UAN acts as an umbrella for all the member IDs from different employers, allowing a member to manage all the provident fund related contributions under one single number throughout their career, thus simplifying tracking, transfers, and online access to their PF.

"The E-PRAAPTI portal (EPF Aadhaar-Based Access Portal for Tracking Inoperative Accounts) will provide a streamlined Aadhaar based authentication mechanism that will enable members to securely access their old EPF account which may not have an UAN linked with it and initiate the process for updating their member profile, followed by seamless UAN linking and activation," Mandaviya said.

Earlier, TOI had reported that EPFO was planning to deploy new age technologies to validate past service records, helping authenticate damaged or missing records which will enable merging of multiple accounts, and facilitate settlement of inoperative EPF accounts with minimal manual intervention.

In the initial phase, the portal will be helpful for workers who are able to recall their member IDs. "Going forward it is contemplated to expand the scope of E-PRAAPTI to include members who may not be able to recall or access their old IDs as well," Mandaviya said. Latest govt data available shows that the total number of allotted UANs stood at 20.3 crore at the end of FY24, while the total number of member accounts stand well over 30 crore. Of them, nearly 7.3 crore UANs are actively contributing to the retirement fund body.

Besides, Mandaviya also said that EPFO settled 8.3 crore claims, of which 5.5 crore claims were advance or partial withdrawals in 2025-26, revealing the ease of access to PF accounts, enabling members to draw upon their savings to meet their needs.

Source - Times Of India



HIGHLIGHT



[Karnataka Menstrual Cycle Leave](#)
[Latest Legal update](#)

[POSH Compliance - Inspection](#)
[Readiness Advisory](#)

[Odisha Professional Tax Deductions](#)
[Effective from April 2026](#)

[Latest Minimum Wages](#)



READ MORE



UCSCompliTool is a technology to ease the complexities of navigating through the changing Labour laws. With our past experiences and feedbacks, we have developed an in-house Software solution and have created this robust mechanism which represents our motto – Compliance simplified. It provides a real time and 360-degree view of compliance status for the Principal employer (CompliTool - Compliance) and with risk matrix to monitor the contractors (CompliTool - Audit). We have developed a Role Based Access Control model and being a cloud-based system, we are offering an absolute security and protection of data.

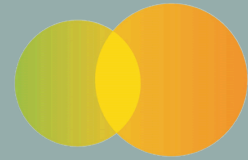
FOLLOWING ARE SOME OF THE MAJOR BENEFITS OF THE TOOL:

- Real Time Statistical Data
- Informative Tool
- Transparency
- Ease of Documentation
- Ease of Monitoring
- Highlighting of Critical Points
- Security and Data Confidentiality
- Centralization of Data
- Readily Available Documents
- Data Integrity
- Extensive Reporting
- User friendly Dash Boards
- Overall compliance review from front end maneuver

For Demo, Please write to us at enquiry@ucsdel.com or Call us @ 0124 2656864

UCSCOMPLITOO.COM

ABOUT US



United Consultancy Services is one of the leading consulting firms in India providing compliance, advisory, and audit services in the field of Labour Laws, Human Resource Development, and Legal matters pertaining to Industrial Relations. We provide meaningful, forward-looking and compliance-oriented solutions to help organizations grow while being compliant with labour laws. Proactive teams led by domain experts, use insight, experience and best practices to understand complex issues of publicly listed and privately owned clients and simplify compliance.

With over 30 years of existence and with more than 200 professionals the firm provides robust compliance services and solutions on complex requirements under Labour law. The information shared in the newsletter is based on Government notifications and newspaper articles.

This is for general information purposes only and does not constitute legal advice. Please reach out to your UCS contact or the Company's legal counsel before taking any action.

We Simplify Compliance For You.



Unit No. 852 - 856, 8th Floor,
JMD Megapolis, Tikri, Sector-
48, Sohna Road, Gurugram,
Haryana-122018.



0124 2656864



enquiry@ucsdel.com



www.unitedconsultancy.com

