



LATEST UPDATE ON PROVIDENT FUND ACT PRADHAN MANTRI ROJGAR PROTSAHAN YOJNA (PMRPY)

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The Importance and Scope of PMPRY

The country has witnessed an anomaly of sorts in the few last year. Despite trends and demographics being highly in favour of the country, and especially so for as far as the youth are concerned the figures that have translated have been alarming. The growth of jobs has not been to start of with. Accompanying this was the fact that the rate of growth of jobs has not been consistent. The last decade has seen an actual decline in the people employed in the labour force, and an alarming drop in the female population engaged. The greatest cause of concern perhaps. Has been the fact that the unemployment rate among the youth has been especially high. This is even true for those who have a minimum of a secondary level of education.

To help streamline processes and also incentive and improve the situation in organisations, the Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) has been a significant step in not just encouraging organisations to employ a greater number of people, but also facilitates bringing otherwise unaccounted employees into their books. The key deliverable of this scheme is that the government will pay the 8.33% contribution

for all new employees for the first three years of their service.

Who Stands to Benefit?

There is a direct benefit to employers who will receive support from the government in this regard. The situation of unemployment also stands to get direct redressal through this instrument. What is of greatest significance is the fact that all workers will now stand to have access to a more sound social security cover.

Who does this cover?

Any employee who prior to April 2016, has not been employed in an establishment that is registered under the Employee Provident Fund Organisation (EPFO) and does not have a UAN is covered. However, the employee must not have a salary exceeding Rs.15,000/- per month.

Who is eligible?

It is mandatory that the organisation have a LIN (Labour Identification Number) allotted to them. This is available through the Sharm Suvudha Portal. This is over and above the customary registration with the Employee Provident Fund Organisation (EPFO).

- The new employees should have been added to the existing reference base by August 2016. In the case of new establishments or those who have just registered, the reference base is maintained at zero.
- This is only applicable to those whose salary is under Rs.15,000/- per month. The Employee Provident Fund Organisation (EPFO) portal will help facilitate payments in the event that the employee does not possess a UAN.
- The contribution can be availed by the employee through the government for a period of three years as long as three years as long as the employee remains in the same organisation.

Latest Amendment to the PMRPY Scheme: dated 24th of April, 2018 Government of India will pay the full employer's contribution (EPF and EPS both) as admissible from time to time w.e.f - 01.04.2018 for a period of three years to the new employees and to existing beneficiaries for their remaining period of three years through EPFO. The terminal date for registration of beneficiary through establishment is 31st March, 2019.

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Executive Profile:

- Qualified as M.B.A. (HR), B.Sc. (Hons.), LL.B., D.L.L. & L.W., D.P.M. & I.R., A.I.I.I, M.P.M. (H.R), DMS
- Providing consulting services in the field of Labour Laws since last 35 years
- Providing services in this field on retainer ship basis to more than 350 clients
- Contributed articles on Labour Laws
- Visiting Faculty at Bharatratna Dr. Ambedkar Institute of Management & Legal Research, Mumbai

Acted as faculty for Labour Laws at various Seminars as under:-

- Confederation of Indian Industries (CII) (in this seminar various corporates participate)
- Institute of Chartered Accountants of India (ICAI) (Western Region)
- Nasik Branch of WIRC of ICAI;
- Bhilai Branch of CIRC of ICAI
- The Institute of Company Secretaries of India.
- The Bombay Chartered Accountants Society
- The Chamber of Tax Consultants
- Bombay Stock Exchange (BSE) Broker's Forum
- Maharashtra Institute of Labour Studies (MILS) [Given training to Asst. Labour Commissioners and Govt. Labour Officers, and Shops & Estb Inspectors of Maharashtra State]
- AMAZON

- Larsen & Toubro Limited
- The Tata Power Company Ltd.
- Hindustan Unilever Field Services Pvt. Ltd
- Vodafone Essar Limited
- Bajaj Electricals Ltd
- Anchor Electricals Pvt Ltd (By Panasonic)
- Polycab Wires Pvt Ltd
- Gammon India Ltd.
- 3i-Infotech Limited
- Maharashtra State Electricity Distribution Company Ltd
- Maharashtra State Power Generation Company Ltd
- Maharashtra State Electricity Transmission Company Ltd
- Dun & Bradstreet Information Services India Pvt. Ltd
- ABN AMRO Central Enterprise Services Pvt Ltd
- Bharatratna Dr. Ambedkar Institute of Management & Legal Research
- IL&FS Transportation Networks Limited
- Lodha Group of Companies
- Ajmera Group of Companies.
- Kanakia Spaces Pvt Ltd
- JMC Projects (India) Ltd
- Oberoi Realty Limited
- OMKAR REALTORS & DEVELOPERS PVT. LTD.
- National Academy of Indian Payroll (NAIP)
- C. V. O. Chartered & Cost Accountants Association
- Borivali (Central) CPE Study Circle of WIRC of ICAI,
- Ghatkopar CPE Study Circle of WIRC of ICAI
- J B Nagar C.A. Study Circle, Andheri,
- Dahisar CA Study Circle of WIRC of ICAI

- Pune Camp CPE Study Circle, of WIRC of ICAI
- Shri Kutchi Advocate's Welfare Association
- Princeton Academy (in this seminar various corporates participate)
- Satvam Consulting Pvt. Ltd (in this seminar various corporates participate)
- Sharp Facility Management Pvt Ltd (in this seminar various corporates participate)
- STEPS Management Services Pvt. Ltd, UTTARKHAND (in this seminar various corporates participate)
- IEEMA (Indian Electronics & Electrical Manufactures Association)
- Bombay Management Association (BMA)
- Bombay Master Printers Associations
- Raishabh Academy Pvt Ltd
- Shree Vagad Kala Kendra
- Kutch Corporate Forum
- Association of System Integrators & Retailers in Technology (ASIRT)
- Paper Traders Association
- Smart Edge, Goa
- Sampat & Mehta (Chartered Accountants)
- Computer Media Dealers Association, Fort, Mumbai.
- Ahmedabad Branch of WIRC of ICAI.
- VAPI Industries Association.
- VAPI Branch of WIRC of ICAI.
- Carnival Group
- Masjid CPE Study Circle of WIRC of ICAI
- Highway Concessions One Pvt. Ltd.