



# eZYCOMP HR Regulations' Insights

June 2025



# Our product suite automate end-to-end compliance management



## EZY-PERFORMER

A tool that enhances the efficiency of the organization by automating the preparation and generation of statutory documents in different formats that varies on basis of :

- Nature of Establishment (Factory, S&E etc.)
- Place of operations (State)
- Nature of operations (Hazardous etc.)



Pre Loaded  
Formats



Auto  
Validation



Role Based  
Access



Digitally  
Signed



## EZY-PLANNER

A tool that enables organization to plan for the compliance activities, define the criticality, assign the role & responsibility, get regular updates and escalations, Track the compliance level and take corrective measures proactively, complete activities on time and secure statutory documents at one place



Auto  
Scheduler



Record  
On Cloud



Alerts



Improved  
Efficiency



Reports



## EZY-CHECKER

A tool that ensures the compliance to all applicable acts by auditing the timeliness, completeness and correctness of statutory documents through:

- Manual Audit
- Automated System Audit



Law Expert



Dash Board



Evidence-  
based Audit



Digital Records

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# Regulatory Updates

# Regulatory Updates

## Change of working hours for Adult workers in factories under The Factories Act, 1948

On 17 April 2025, the administration of Andaman & Nicobar islands release an order<sup>1</sup> regarding the change in working hours of adult workers in the factories. The summary of the order as follows:

- The order revises the spread-over limit for adult factory workers in the Andaman & Nicobar Islands from ten and a half hours to twelve hours.
- This change aims to enhance productivity, efficiency, and align with the Department for Promotion of Industry and Internal Trade (DPIIT) directives regarding Ease of Doing Business and Ease of Living.
- The revision is made under Section 56 of the Factories Act, 1948, and notification<sup>2</sup>

## AI Apprenticeship Programme under NATS

On 21 April 2025, the Board of Practical Training (Eastern Region) issued a notice<sup>1</sup> to all the establishments registered under NATS. The summary of the notification as follows:

- NITI Aayog's 2018 strategy emphasized responsible AI implementation for equitable societal benefits.
- NASSCOM projects a significant rise in AI talent demand, potentially reaching over 1,250,000 professionals by 2027, with the AI market growing even faster, indicating an urgent need for upskilling.
- The Ministry of Education, under the National Apprenticeship Training Scheme, plans to create a pool of AI apprentices across sectors and invites NATS-registered establishments to offer on-the-job training, requesting necessary inputs by 29.04.2025.

**The spread-over limit for adult workers in a factory are revised from ten and half hours to 12 hours in the UT of Andaman and Nicobar**

1. Order No. 169

2. No. 111/69/F.No. 7/5/69-LC

**Establishments registered under NATS to give necessary inputs by 29.04.2024**

1. BOPT/DT/2025-26/

# Regulatory Updates

## Women employment in night shift under Factories Act, 1948 - Tripura

On 22 April 2025, Government of Tripura issued a notification<sup>1</sup> regarding women employment in night shift under Factories Act, 1948. The summary of the notification as follows:

- The Governor of Tripura, under the Factories Act of 1948, orders that women are not allowed to work in any factory in Tripura between 10 p.m. and 5 a.m., in the public interest.
- This order is effective from the date of publication in the official Gazette and is subject to specific conditions.
- These conditions include obtaining written consent from women for work beyond 7 p.m. and providing adequate lighting and CCTV surveillance.

### Conditions for Women Working Beyond 7 p.m.

1. Employers must provide transportation for women workers from the factory to their residence and ensure appropriate working conditions with respect to work, leisure, health, and hygiene
2. Factories must have separate rest rooms for female workers and display notices regarding women's rights as workers
3. Occupiers must comply with the Sexual Harassment of Women at Workplace Act, formulate a General Policy, designate a Grievance Officer, and adhere to the Maternity Benefit Act of 1961; pregnant women or lactating mothers shall not work between 7 p.m. and 6 a.m.

**Women are not allowed to work between 10 p.m. to 5 a.m. and pregnant women, lactating mothers between 7 p.m. to 6 a.m. in Tripura factories. Occupier to obtain return consent from women to work beyond 7 p.m. providing adequate lighting and CCTV surveillance**

1. No.F.7(121)-FB/AM/(Vol-II)/2007/117-125



# Regulatory Updates

## Bulk generation of UAN by Employers in certain special cases

On 25 April 2025, the EPFO has released a circular<sup>1</sup> regarding bulk generation of UAN by employers without seeding Aadhaar in certain special cases. The summary of the circular as follows:

- The Employees' Provident Fund Organization (EPFO) has introduced a revamped Form 13 software interface to simplify the transfer process of PF accounts, enabling instant transfer once approved at the source office without requiring approval from the destination office.
- This improved process is anticipated to benefit over 125 million members and facilitate the transfer of approximately Rs. 90,000 Crores annually, thereby significantly reducing processing time.
- EPFO has launched a facility for bulk generation of Universal Account Numbers (UAN) by employers without the mandatory requirement of Aadhaar seeding.
- This measure aims to address grievances related to the accounting of past contributions, especially from exempted PF trusts and cases involving remittance of contributions in quasi-judicial or recovery proceedings.
- All such bulk-generated UANs will initially be kept in a frozen state and will be made operational only after the seeding of Aadhaar to mitigate risks associated with unauthorized access and misappropriation.

**Employer can bulk generate UAN with out seeding Aadhar in certain special cases.**

1. No. WSU/Past Accumulations/E-683907/2025-26/19

## Revamped Appendix-E Functionality

On 25 April 2025, the EPFO has released a letter/circular<sup>1</sup> regarding revamping of Appendix - E. The summary of the circular as follows:

- The Employees' Provident Fund Organization (EPFO) has observed incorrect TDS deductions on annual interest in cases of surrender/cancellation of exemption due to incorrect data submission by employers.
- To rectify these errors by properly bifurcating taxable and non-taxable member balances, a revamped Appendix-E functionality has been developed and will be deployed on 01/05/2025.
- The revamped functionality will allow adjusting Taxable Opening Balance, Non-Taxable Opening Balance, and Total Opening Balance, in addition to existing Appendix-E tasks.
- All pending tasks in the existing Appendix-E must be completed by 30/04/2025

**EPFO revamped Appendix – E to adjust Taxable, Non-taxable and Total opening balances in addition to the existing tasks**

1. No WSU/Appendix-E/E-55791/2025-26/20

# Regulatory Updates

## Letter from EPFO regarding Revamped Form 13 (Transfer-out) Functionality

On 25 April 2025, the EPFO has released a letter/ circular<sup>1</sup> regarding revamped Form 13. The summary of the circular as follows:

- The Employees' Provident Fund Organisation (EPFO) has revamped Form 13 to simplify the transfer claim process, incorporating the bifurcation of taxable and non-taxable PF components.
- The revamped system eliminates the 3-level processing at the Transferee (Destination) Office, automatically adding Provident Fund accumulation and Pension Service to the member's present account upon approval at the Transferor (Source) Office.
- The revised process aims to reduce processing time, enhance efficiency, and provide faster service to members by ensuring error-free transfer-outs from the Transferor Offices.

## Amendment to The Kerala Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1983

On 28 April 2025, the Government of Kerala released a notification<sup>1</sup> outlines amendments to the Kerala Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1983. The key changes include:

- Revision of fees for the grant of Certificate of Registration of an establishment under section 4. Revision of fees for the grant of licence under section 7
- An update to rule 16, changing the amount from 'Rs.150 (Rupees fifty only)' to 'Rs. 55 (Rupees fifty five only)'
- These amendments are part of the Kerala Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Amendment Rules, 2025, which came into force immediately upon notification

**EPFO revamped Form 13 to simplify transfer claim process by incorporating bifurcation of Taxable & Non-taxable components**

1. No. WSU/Amendments in IT,1961/E-33306/2025-26/21

**The changes in Sec 4, 7 and update to rule 16 were made to revise the rate of fees mentioned in the said rules**

1. S. R. O. No. 492/2025

# Regulatory Updates

## **Maharashtra Act No. XXV of 2025 - The Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) (Amendment) Act, 2025**

On 28 April 2025, the Government of Maharashtra issued a notification<sup>1</sup> regarding the amendment of the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969. The summary of the notification as follows:

- This act further amends the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969.
- The act may be called as the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) (Amendment) Act, 2025.

### **Amendments to the Principal Act**

1. The words "Manual Workers" are substituted for the words "Manual Workers" throughout the principal Act.
2. Section 2 of the principal Act is amended, including substitutions and insertions related to the definition of "manual work" and "unprotected worker".
3. Section 3 is amended to modify clause (c) regarding the regulation of recruitment, registration, and cancellation of registration of unprotected workers and employers.

### **Further Amendments**

1. Section 4 is amended to substitute "unprotected workers" for "workers" in the second proviso of sub-section (1).
2. Section 13 is amended to substitute "unprotected worker" for "worker" in various instances, and the marginal note is updated accordingly.
3. Section 14 is amended to include a provision allowing the State Government to implement the Act's provisions without the Advisory Committee if it is non-functional, and to specify the term of office for Advisory Committee members.
4. Section 16 is amended to change "fourteen" to "eighteen" in the Explanation.

**The act will be called as the Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) (Amendment) Act. The amended sections are 4,13,14 &16**

1. Volume 11, Issue.15(3)



# Regulatory Updates

## **The Maharashtra Private Security Guards (Regulation of Employment and Welfare) (Amendment) Act, 2025 (Mah. Act No. XXVI of 2025)**

On 28 April 2025, the Government of Maharashtra issued a notification<sup>1</sup> regarding the amendment to the Maharashtra Private Security Guards (Regulation of Employment and Welfare) (Amendment) Act, 2025. The key amendments as follows:

### **Section 2 – Definition of "Establishment" Updated**

- The term "establishment" now refers to its definition under the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017.

### **Section 3 – Recruitment & Registration Provisions Modified**

- Revised clause empowers regulation of: Recruitment and scheme entry for security guards
- Registration/cancellation of both guards and principal employers
- Maintenance of registers and waiting lists
- Imposition of registration fees
- Temporary/permanent removal/restoration from lists

### **Section 15 – Advisory Committee Role Updated**

- New Sub-section (1A): If the Advisory Committee is non-functional, the State Government can act without its advice.
- Sub-section (6) Revised: Term of office for non-government Advisory Committee members: 5 years
- Vacancies to be filled within 6 months

### **Section 18 – Age Limit Adjustment**

- The word "fourteen" is replaced with "eighteen", possibly indicating a change in minimum age applicability.

**The act is amended to the Maharashtra Private Security Guards (Regulation of Employment and Welfare) (Amendment) Act, 2025. The key changes are in sections, 2,3,15 and 18**

1. Volume 11, Issue.15(4)

# Regulatory Updates

## Extension of ESI coverage to certain districts of Odisha, Maharashtra and Bihar

On 30 April 2025, ESI issued notifications<sup>1,2,3</sup> regarding the extension of ESI to the district of Boudh in the state of Odisha; Araria, Saharsa, Aurangabad, Banka, East Champaran and Gopalganj districts in the State of Bihar; Hingoli and Nandurbar districts in the State of Maharashtra. The following provisions Enforced from 1st May 2025:

- Sections 38 to 43 – Related to ESI contributions and benefits
- Sections 45A to 45H – Provisions for determination and recovery of contributions
- Sections 46 to 75 – Benefits structure, claims, disbursements, etc.
- Sub-sections (2) to (4) of Section 76 – Pertaining to ESI Courts
- Sections 82 and 83A – Related to legal proceedings and appeals

## Extension of Annual Returns Due date under The Trade Unions Act, 1926 for the year ending 2024 - Assam

On 30 April 2025, the government of Assam through an order<sup>1</sup> has extended the timelines to file Annual returns by 30 June 2025

### ESI extended its coverage to certain districts in Odisha, Maharashtra & Bihar

1. S.O. 1946 ( E )
2. S.O. 1945 ( E )
3. S.O. 1944 ( E )

### Annual return filings under Trade unions act is extended to 30 June 2025

1. Office Order No.92



# Regulatory Updates

## Extension of FALWOI Scheme – West Bengal

The government of West Bengal has made a decision under the authority of Notification<sup>1</sup> dated 30.08.2018. The summary of the notification as follows:

- The scheme "Financial Assistance to the Workers in Locked Out Industrial Units (FAWLOI)" has been extended.
- Extension Period: From 1st April 2025 to 31st March 2026.
- This extension follows the previous notification No. Labr./380/(LC-Estt.) dated 18.04.2024.

## Puja/Eid Ex-Gratia Relief 2025 – West Bengal

On 06 May 2025, the Government of West Bengal, released a notification<sup>1</sup> regarding the Puja/ Eid Ex-gratia relief 2025. The summary of the notification as follows:

- Amount: ₹1500/- per head.
- Beneficiaries:
  - Workers covered under the Financial Assistance to the Workers in Locked Out Industrial Units (FAWLOI) scheme.
  - Includes workers from closed tea gardens.
- Eligibility Criteria:
  - Workers eligible to draw FAWLOI assistance for the month of September 2025

**FAWLOI scheme is extended to 31 March 2026 to provide financial assistance to Locked out industrial units**

1. No. Labr./651/(LC-IR)/IR/12L-3/11(KW)

**Puja/ Eid Ex-gratia relief for year 2025 is Rs. 1,500**

1. No. Labr/489/(LC-Estt.)

# Regulatory Updates

## Extension of Atal Beemit Vyakti Kalyan Yojana (ABVKY) from 1 July 2024 to 30 June 2026

On 06 May 2025, the central government released a notification<sup>1</sup> regarding the extension of ABVKY. the summary of the notification as follows:

- The extension is made with relaxed eligibility conditions and an enhanced rate of relief.
- Eligible unemployed insured persons under ESI can continue to avail financial support under ABVKY till June 2026
- Previous relevant notifications were published in the Gazette on:
  1. 16.10.2020 (Sl. No. 436)
  2. 11.01.2021 (Sl. No. 15)
  3. 27.01.2022 (Sl. No. 58)
- The draft notification for this extension was published on 27.02.2025.
- No objections or suggestions were received in response to the draft notification

## Amendment to The Tripura Factories Rules, 2007

On 06 May 2025, the Government of Tripura, released a notification regarding the amendments to the Tripura Factories Rules, 2007. The summary of the notification as follows:

-This may be called as "Tripura Factories (twelfth amendment) Rules, 2025

In rule 160 the words " Woman" and "Women" are substituted with the expression "Pregnant women or "Lactating Mother"

### ESI extended ABVKY from 1 July 2024 to 30 June 2026

1. F. No. N-12011/1/2023-P&D

### In rule 160 of the Tripura Factories Rules, 2007, the words “Woman” and “Women” are replaced with "Pregnant women or "Lactating Mother"

1. No.F(121)-FB/AM/(Vol-II)/2007/232-49



# Regulatory Updates

## Employment of woman during night shift under Factories Act, 1948 - Haryana

On 08 May 2025, the Government of Haryana issued a notification<sup>1</sup> regarding employment of woman during night shift under factories Act. The key amendments as follows:

- The Government of Haryana prescribes conditions for factories employing women in night shifts (7 PM to 6 AM), valid for one year from notification issuance
- Factories must obtain consent from women workers for night shifts
- Compliance with the Sexual Harassment of Women at Workplace Act, 2013, is mandatory
- Proper lighting and CCTV cameras are required inside and around the factory
- Women workers should be employed in batches of at least four
- Transportation with security, trained drivers, and communication channels must be provided, with options for women to opt-out
- Pre-employment screening of drivers is required, especially if outsourced
- At least one female security guard must be present during night shifts
- Appropriate medical facilities, potentially through tie-ups with nearby hospitals, are required
- Compliance with the Factories Act, Payment of Equal Remuneration Act, and other labor laws is mandatory
- Any untoward incident must be reported to the Assistant Director, Industrial Safety & Health, and local Police Station
- The State Government may specify additional conditions from time to time
- All conditions apply to factories employing women workers

**The amendment is valid for 1 Year from the date of publication and the employers shall met all the conditions defined in the notification**

<sup>1</sup>. No. 11/6/2022-4Lab

# Regulatory Updates

## Employment of woman during night shift under Punjab S&E Act- Haryana

On 08 May 2025, the Government of Haryana issued a notification<sup>1</sup> regarding employment of woman during night shift under Punjab S&E Act. The summary of the notification as follows:

- The Haryana Government lays down conditions for employing women during night shifts (8:00 PM to 6:00 AM) in IT, ITeS, banking, hotels (three-star and above), 100% export-oriented, logistics, and warehousing establishments
- Employers must obtain consent from each woman employee for night shift work
- Employers must provide proper lighting, sufficient security, and transportation for women workers, with options for women to opt out of transportation if they wish
- Women workers should be employed in batches of not less than four, except for senior IT/ITeS professionals earning over One lakh per month who consent to work alone
- Employers need to ensure medical facilities, compliance with POSH Act, ESI, Haryana Labour Welfare Fund, and other labor laws.

**The employer must take consent from the women employees to work between 8:00 PM to 6:00 AM**

<sup>1</sup>. 11/26/2025-4Lab



# Regulatory Updates

## The Maharashtra Factories, (1st amendment rules) 2025

On 08 May 2025, the Government of Haryana issued a notification<sup>1</sup> regarding employment of woman during night shift under Punjab S&E Act. The summary of the notification as follows:

- **Introduction of New Safety and Technical Standards:** The rules detail specific safety measures and technical procedures for factories, including provisions for maintaining and inspecting equipment.
- **Periodic Inspections and Reporting:** Factories are required to conduct inspections at mandated intervals—once every year for certain safety checks and documentation of compliance.
- **Worker Responsibilities and Qualifications:** Definitions of worker roles such as operators and their qualifications, including necessary training and documentation, are outlined to ensure safety and efficiency.
- **Implementation of Digital and Automated Processes:** Rules for integrating digital input/output systems, including safety controls and pressure monitoring via computer systems, are introduced to modernize factory operations.
- **Specific Regulations for Hazardous and High-Pressure Equipment:** Additional safety requirements for handling and maintaining high-pressure machinery, including backup systems and alarm safeguards, are specified.
- **Limitations on Frequency of Certain Checks:** Some inspections, such as for temperature or pressure, are mandated to occur once within specific timeframes (e.g., yearly, biennially) to prevent over inspection.
- **Regulatory Oversight and Compliance:** The rules emphasize adherence to prescribed standards, documentation, and periodic compliance checks as per the directives from government authorities.

**The government of Maharashtra amended Factories rules, focusing safety and technical standards.**

1. FAC-2024/C.R.67/Labour-4

# Regulatory Updates

## Notification regarding the Private Security Agency (Regulation) Act, 2005 - Maharashtra

On 08 May 2025, the Government of Maharashtra released a notification<sup>1</sup> under PSARA Act, 2005. The summary as follows:

- The Government of Maharashtra rescinds the notification dated 24th July 2008, which delegated the power of Controlling Authority to Deputy Commandant General, Home Guard, Maharashtra State, regarding training and accreditation of private security guards and training institutes.
- This action is taken under Section 19 of the Private Security Agencies (Regulation) Act, 2005, read with Section 21 of the General Clauses Act, 1897

## Notice to Return Filers – New Return Upload System - West Bengal

On 14 May 2025, the Government of West Bengal, released a notification<sup>1</sup> regarding the new return upload system. The summary of the notification as follows:

### Key Change:

- Return filers must download the return page, sign it, and upload it beside the download link of Acknowledgement and Return.

### Important Instructions:

- Do NOT upload acknowledgement or challans.
- No hard copies of the return will be accepted at the office.
- The official order can be accessed from:
- The Order Section of the website.
- The “NEW ORDER OF CCT” marquee on the homepage

**Government of Maharashtra revoked the notification dated on 24 July 2025 regarding power delegation to DCG, Home Guard**

1. No.PSA. 0124/CR No. 56/Spl-4

**No manual submission of PT returns henceforth. Returns shall be submitted on the portal in Form III**

1. I/637636/2025



# Regulatory Updates

## Divya Niwas Yojana - Goa

On 15 May 2025, the Government of Goa issued a notification<sup>1</sup> regarding Divya Niwas Yojana under The Rights Of Person With Disabilities Act, 2016. The summary of the notification as follows:

**Objective:** Provide financial assistance to registered organizations (Govt/NGO/Institutions) running residential facilities/halfway homes for Persons with Disabilities (PwDs).

### Eligibility Criteria

- Registered as per Section 50 of the Rights of Persons with Disabilities Act, 2016.
- Minimum 20 inmates at the time of application.
- At least 1 year of field experience in PwD empowerment.
- Must have financial viability to operate for 3 months without government aid.
- Should maintain a clean record (no criminal cases) and be capable of community engagement.
- Must have accessible infrastructure (physical & digital).

### Financial Assistance Details

- Total Monthly Grant Limit: ₹4,00,000
- (Based on actuals; 75% reimbursed by Govt., 25% borne by organization)
- Breakdown of Monthly Recurring Grants:
- ₹60,000 – Medical Officer/Therapist; ₹1,34,000 – Administrative staff (Manager, Clerk, Attendants, Driver) ; ₹46,000 – Administrative expenses ; ₹1,20,000 – Food expenses ; ₹40,000 – Medical expenses ; One-time Grant: ₹50,000 every 5 years for furniture & utensils

### Grant Conditions

- Released in 2 installments per year. Requires submission of bills, vouchers, and utilization certificate (Form 12A).

**Divya Niwas Yojana : Financial assistance to registered organizations/ homes for Persons with Disabilities .**

1. 1/85/2024-25/DEPwD/Sch/DNY/151

# Regulatory Updates

## Simplification of transfer claim process - EPF

On 20 May 2025, the EPFO released a circular<sup>1</sup> on simplification of transfer claim process-handling of overlapping service period during processing of transfer claim requests in EPF. The summary as follows:

- Transfer claims should not be rejected solely due to overlapping service periods, recognizing genuine reasons for such overlaps.
- Transferor offices must process claims without rejecting them over overlaps, unless clarification is absolutely necessary.
- Clarifications regarding overlaps should only be sought when genuinely needed.
- Offices are reminded to verify all details carefully to ensure error-free and smooth transfer processing.

## EPF Interest Rate Approval – FY 2024-25

On 22 May 2025, the EPFO released a circular<sup>1</sup> on Rate of Interest for FT 2024-2025. The summary of the notification as follows:

- Approved Rate of Interest: 8.25% per annum
- This rate applies to EPF accumulations for the year 2024-25
- The Employees' Provident Fund Organisation (EPFO) will credit the interest at this rate to members' accounts accordingly

**Transfer claim process is simplified and claims shall not reject them over overlaps, unless clarification is absolutely required**

1. No.WSU/TransferClaim/E-52972/2025-26/07

**No manual submission of PT returns henceforth. Returns shall be submitted on the portal in Form III**

1. I/637636/2025

# Regulatory Updates

## **Amendments to the Himachal Pradesh Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2008**

On 24 May 2025, the Government of Himachal Pradesh issued a notification<sup>1</sup> regarding to the amendment to the Himachal Pradesh Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2008. The summary of the notification as follows:

- The amendments are made in exercise of powers conferred by section 40 and 62 read with section 18 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

### **Amendment of Rule 266**

- Sub-clause (d) of clause (i) of sub-rule (3) shall be deleted.
- The words "JE/SDO/Executive Engineer or any other officer authorized by the Commissioner of the Municipal Corporation" shall be substituted for "respective Councillor/Member of Ward Sabha in Municipal Corporation Area".

### **Addition of new sub-rule (4) under rule 280:**

- Registered workers of the HP BOCW Welfare Board will be covered under Ayushman Bharat Pradhan Mantri Jan Arogya Yojna (AB PM-JAY) and HIMCARE, subject to guidelines fixed by the National Health Authority.

### **Amendment of rule 285**

- The time period for submission of claims by beneficiaries to HPBOCW Welfare Board offices shall be 6 months from the happening/completion of instances.
- If more than one family member is registered with the Board, only one member shall be eligible to claim financial assistance for dependents under various schemes of the Board.

**Divya Niwas Yojana : Financial assistance to registered organizations/ homes for Persons with Disabilities .**

1. 1/85/2024-25/DEPwD/Sch/DNY/151



# Regulatory Updates

## **UAN Activation and Seeding Bank Account with AADHAAR for availing the benefits under ELI Scheme- Extension up to 30th JUNE, 2025**

On 30 May 2025, the EPFO released a circular<sup>1</sup> extending the UAN Activation, Bank Account Seeding and AADHAR . The summary as follows:

- The EPFO has extended the deadline for UAN Activation and AADHAAR seeding in Bank Accounts to June 30, 2025.
- This extension is to allow employers of all establishments covered under EPFO to avail benefits under the ELI Scheme.
- Zonal and Regional Heads are requested to achieve the target by launching special drives and camps in areas with high pendency

**UAN Activation and Seeding with bak a/c and Aadhar us extended up to 30 June 2025**

1. No. ELI/UANActivation/2025/930083

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# About Our Group



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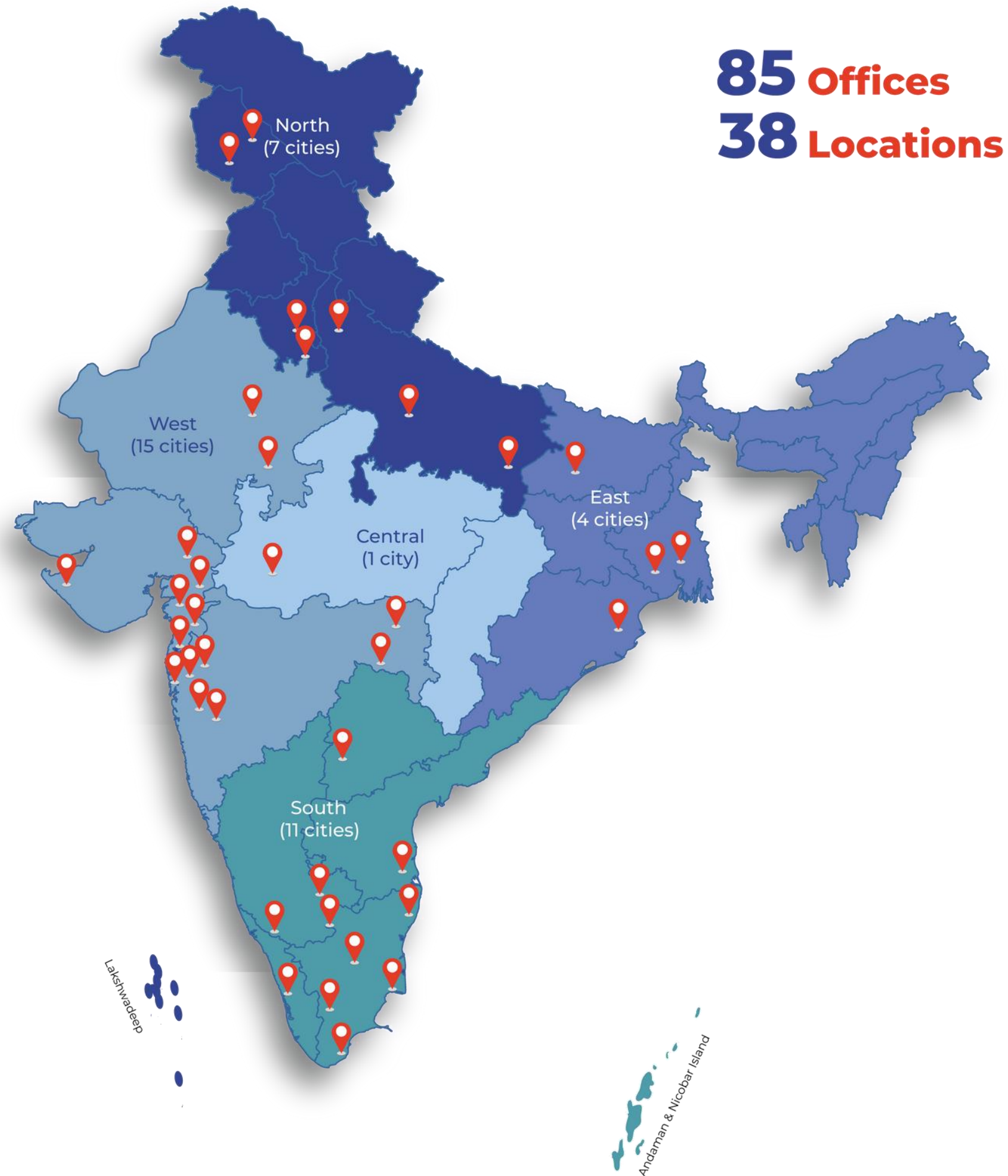


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# OUR PRESENCE





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# Media Coverage

17th Oct, 2024

CIEL has its own talent assessment, while subsidiary Jombay offers an HR Tech platform. Together with **Thomas Assessment**, they are projected to generate ₹57 crore in revenue this fiscal - **K Pandiarajan**  
**Chairperson and Executive Director, CIEL HR**



**K Pandiarajan**  
Chairperson and Executive Director **CIEL HR**

Read more...




25th Nov, 2024

Organisations are increasingly focusing on capabilities rather than just years of experience. As a result, there's a fundamental shift where adaptability and transferable skills often outweigh industry-specific experience. - **Aditya Narayan Mishra, MD & CEO, CIEL HR.**

Read more...



**Aditya Narayan Mishra**  
MD & CEO of **CIEL HR**




19th Sept, 2024

Stresses the need for HRs to set realistic expectations, provide resources for growth, and foster a transparent, positive work culture.

Read more...



**Santhosh Nair**  
COO of **CIEL HR**



30th May 2024

MA FOI IN NEWS

**RECRUITERS BET ON NON-TECH SPACE AS IT IN SLOW LANE**

“While most players operating in skilling space are focused on computer science and IT streams, streams like civil and mechanical engineering are usually neglected. We are focussing on these streams, so that engineering students can get gainful employment



**Rajiv Krishnan**  
MD & CEO of Ma Foi Strategic Consultants



29th May 2024

CIEL IN NEWS

**OVER 20,000 TECHIES LOST JOBS IN 'SILENT LAYOFFS': AIITEU**

“In India's IT industry, quiet firing nudges employees to leave on their own, dodging the stigma of layoffs. It's also to avoid talented staff from seeking other jobs when layoffs are announced. This method, however, creates a demoralising work environment and undermines trust and respect, eroding the company's ethical foundation. To avoid this, clear communication between companies and employees is crucial



**Anup Menon**  
Vice President of CIEL HR Services



28th Feb 2024

CIEL IN NEWS

Companies often have to invest in skilling their employees and are offering higher salaries, increments and promotions to retain them. Salaries are at **Rs 25-50 lakh in mid-level positions, and Rs 60 lakh to Rs 1.2 Crore in senior roles**








12th Sept, 2024

Aditya Narayan Mishra talks about how CIEL HR is addressing the Real Estate talent crisis?

Read more...



**Aditya Narayan Mishra**  
MD & CEO of **CIEL HR**

Thank You!