



CIRCULAR

Circular No – 80 - 2021

Date:01.06.2021

To
All Members of The Association

**LETTER TO CHIEF COMMISSIONER, EPFO NEW DELHI TO DEFER
THE IMPLEMENTATION OF THE DIRECTIONS CONTAINED IN THE
MESSAGE TO THE EMPLOYERS**

KEA has addressed a letter to the Chief Commissioner, Employees Provident Fund Organisation (EPFO) New Delhi and to the Secretary, Government of India, Ministry of Labour & Employment New Delhi to defer the implementation of the message issued to the employers.

Copy of the letter is attached for information of the members.

For KARNATAKA EMPLOYERS' ASSOCIATION

**Sd/-
[B.C.PRABHAKAR]
PRESIDENT**



☎ Off : 080-26613091 / 26607167
080-42103360 / 26761733
Email : kea@kea.co.in
Web : www.kea.co.in

KARNATAKA EMPLOYERS' ASSOCIATION

NO.74, 2nd FLOOR, SHANKARA ARCADE, VANIVILAS ROAD,
BASAVANAGUDI, BENGALURU - 560 004
Reg. No. TU 507 / 20-3-1962

B.C. Prabhakar, B.A., B.L.,
President

Date: 01.06.2021

To:

1. The Chief Provident Fund Commissioner
Employees' Provident Fund Organization
Bhavishya Nidhi Bhavan
Bikajikama Place
New Delhi.
2. The Secretary
Ministry of Labour and Employment
Government of India
Shram Shakti Bhavan
Rafi Marg, New Delhi.

Dear Sir,

Sub: Aadhaar seeding to UAN.

1. The Employee Provident Fund Organization (EPFO) have sent a message to the employers stating that consequent to coming into force of Section 142 of the Code of Social Security 2020, the Electronic Challan Return (ECR) shall be allowed to be filed only to those members whose Aadhaar numbers are seeded and verified with effect from 01.06.2021. The employers have been further advised to ensure Aadhaar seeding in respect of the contributing members to enable them to avail uninterrupted services of EPFO and to avoid any inconvenience.

2. The above message would require that the employers while submitting ECR in respect of the contribution for the month of June 2021, shall have to ensure that the Members Aadhaar details are seeded to UAN and only thereafter ECR is filed.

3. All the establishments have multiple and practical difficulties in complying with the above directions of the Employees Provident Fund Organization.

4. It is found that many times, the Aadhaar details produced by the Members are not complete and correct. There is a mismatch between the name, date of birth, as entered in the Aadhaar details and details thereof already available with the PF department. On account of these major discrepancies, the establishments are not able to seed the Aadhaar in respect of the members. The company which employs large number of employees and who are covered under the EPF Scheme have more difficulty in complying with the above requirement.

5. The Nation is in the grip of COVID19. Many States have declared lockdown and only the establishments including manufacturing industries engaged in the manufacture of essential goods or providing essential services are permitted to function, subject to their complete compliance with the COVID 19 protocol. Most of the employees are, therefore, not on duty. The establishments will not be able to contact the employees concerned in whose cases there is mismatch between the Aadhaar details and the information already fed into the system including PF portal. Under these circumstances, the establishments will not be able to complete the seeding of current information after due verification within a time limit specified in the message.

6. Even if the employees were to be required to go to the Aadhaar Centres and have necessary corrections made, they will not be able to get the same done as Aadhaar centres are closed on account of lockdown.

7. In the case of IT and ITEs establishments, majority of the employees are working from home. Therefore, it is difficult to establish contact with all of them and to rectify the discrepancies within a short time. The organizations like, Infosys, Wipro and other Multinational IT and ITEs companies which employ large of number of employees will not be able to complete the above process at a short time.

8. The above difficulties are not specific to few organizations, but it is a big challenge for all the establishments throughout the Country.

9. We are given to understand by the establishments that even the EPF Organization have not inserted the corrections with regard to date of birth and other details for which joint declaration has been sent duly executed by the establishments as well as employees concerned.

The Association, therefore, fervently appeals to the Authorities to defer the implementation of the directions as contained in the message referred to above. An immediate clarification would help all the establishments throughout the Country.

Thanking you,

Yours faithfully,

FOR KARNATAKA EMPLOYERS' ASSOCIATION

B. C. Prabhakar

**B.C. PRABHAKAR
PRESIDENT.**

Mob: 98440 33348