



KEEPHUMAN MANAGEMENT PVT. LTD.[®]



श्रम एवं रोजगार मंत्रालय

GOVERNMENT OF INDIA

MINISTRY OF LABOUR & EMPLOYMENT

Pradhan Mantri Viksit Bharat Rozgar Yojana

Empowering Jobs, Formalizing Futures, Fueling Growth

www.KeepHuman.co.in

Contact Number -[9607883177](tel:9607883177)



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Key Highlights of PM-VBRY

- **Vision:** Boost jobs & self-employment; govt. support for first-timers.
- **Outlay:** ₹99,446 Cr | Duration: 4 yrs (manufacturing), 2 yrs (others)
- **Target:** 3.5 Cr jobs | Implemented via EPFO
- **Structure:** Part A – First-Timers | Part B – Employers
- **Objectives:** More jobs, formal workforce, social security, financial literacy
- **Benefits:**
 - **Employees:** Wage support, skills, employability
 - **Industry:** Cost relief, productivity, sustained jobs

Part A – Incentives for First-Timers

Eligibility	<ul style="list-style-type: none"> • First Timers with Monthly Gross salary \leq ₹1,00,000. • Not for Employers • Applicable to employees of Exempted Establishments i.e. exempted under section 17 of EPF&MP Act, 1952 and manage the Provident Fund /Pension Fund corpus through their own trust.
Incentive Structure	<ul style="list-style-type: none"> • One-month wage(Basic+ DA) up to ₹15,000 in two instalments: <ul style="list-style-type: none"> • 1st Instalment: Payable after 6 months of Electronic Challan-cum-Return(ECR) filing. • 2nd Instalment: Payable after 12 months of ECR filing + completion of mandatory Financial Literacy Course. • To promote habit of saving, 2nd Instalment will be retained in a savings instrument/deposit account and available for withdrawal after a fixed period of time. Ministry will issue directions.
Incentive periodicity	<p style="text-align: center;">One time</p>
Registration Period	<p>2 years – (01.08.2025 to 31.07.2027)</p>
Payment Mode	<p>In Bank account of Employee :Direct Benefit Transfer (DBT) via Aadhaar Bridge Payment System (ABPS)</p>

Why Part A?

- Facilitate hiring of **first-time** employees;
 - **Unemployment for first-timers** is over 9% although the overall unemployment is 3.2%
 - **Employers hesitant to take first-timers** –lack of basic skills, low productivity – “UNEMPLOYABLE”
 - **High Attrition** – which hinders skill formation and no productivity gains for employer
- What does the incentive do?
 - Partially **offset the initial costs** of taking up the job – search cost, transportation, housing etc.
 - Behaviour Change - Pushes the **employees to stay for at least 6 months**, which leads to skill formation and chances of higher salary on re-employment

Part B – Incentivizing Additional Jobs Creation

Eligibility	<ul style="list-style-type: none"> All establishments registered with EPFO (including exempted). Threshold : <ul style="list-style-type: none"> At least 2 additional employees (for establishments with <50 employees). At least 5 additional employees (for establishments with ≥50 employees). Sustained employment for at least 6 months Additional employee can be a first timer or rejoinee 												
Incentive Structure	<p>Incentives on monthly wage slabs per additional employee with gross wage up to Rs.1Lakh/month:</p> <table border="1" data-bbox="447 797 1650 1081"> <thead> <tr> <th>Wage (Basic+DA)Slabs</th> <th>Employer Incentive (Per Month Per Additional employee)</th> <th>Incentive (For 12 months)</th> </tr> </thead> <tbody> <tr> <td>≤ ₹10,000</td> <td>Upto Rs 1,000</td> <td>Up to ₹12,000</td> </tr> <tr> <td>> ₹10,000 to ≤ ₹20,000</td> <td>₹2,000</td> <td>₹24,000</td> </tr> <tr> <td>> ₹20,000 to ≤ ₹1,00,000</td> <td>₹3,000</td> <td>₹36,000</td> </tr> </tbody> </table> <p>*Up to ₹10,000 wage: 10% of wage</p>	Wage (Basic+DA)Slabs	Employer Incentive (Per Month Per Additional employee)	Incentive (For 12 months)	≤ ₹10,000	Upto Rs 1,000	Up to ₹12,000	> ₹10,000 to ≤ ₹20,000	₹2,000	₹24,000	> ₹20,000 to ≤ ₹1,00,000	₹3,000	₹36,000
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Incentive Duration	2 years for all sectors, 4 years for manufacturing.												
Payment Mode	In Bank account of Establishments: DBT to PAN-linked bank accounts												

Why Part B?

- Incentivize employer for additional job generation
 - **80% of the incentive directed at Employer** as they create jobs
 - Employers do respond to incentives
 - Labour-intensive sectors have higher percentage of labour cost; Hence incentive lead to more hiring
 - Such schemes work on the margins; Reduced marginal cost leading to additional employment; Automation vs. Labour
- Behaviour Change - **Pushes the employers to sustain job for at least 6 months**, which leads to skill formation for employees and chances of higher productivity for employer

Common Features

Coverage	All EPFO-registered establishments, including exempted.
Periodicity	Incentives in lumpsum after every six months .
Baseline	<ul style="list-style-type: none"> • Establishments registered with EPFO for more than 12 months: Average number of employees for 12 previous months i.e. upto wage month of July, 2025. • Establishment registered with EPFO for less than 12 months: Average number of employees for all months upto wage month of July, 2025. • Establishment registered in EPFO during the scheme registration period: 20
Additionality	<ul style="list-style-type: none"> • Additional jobs created above the baseline as per defined Threshold: <ul style="list-style-type: none"> ✓ Minimum 2 additional jobs if baseline employment is less than 50 employees ✓ Minimum 5 additional jobs if baseline employment is 50 employees or more • The employees against these additional jobs are sustained for at least 6 months.

Common Features

Additionality	All the new employees whose Gross Wage exceeds Rs 1 lakh, will be counted for the purpose of deciding the additionally & eligibility of the employer, but no benefit will be provided in respect of them.
First Timer	Any employee who joins the establishment after 01.08.2025 and their contribution is received for the first time in EPFO/Exempted trust
Compliance Requirements	<ul style="list-style-type: none">• Employer : Submission of GST, PAN linked bank account details;• Employee: UAN authentication with Face Authentication Technology (FAT) and Aadhaar linked Bank Account using UMANG App.

How to avail: Employees

UAN Activation	Activated through Aadhar based Biometric Authentication using FAT on UMANG.
Aadhaar Seeding	Bank account to must be Aadhaar seeded

Financial Literacy	<p>Complete Financial Literacy Course before 12 months.</p> <p>After the first instalment is disbursed, the Financial Literacy Course is automatically enabled in the member's EPFO dashboard.</p> <ul style="list-style-type: none">• Log in using UAN and registered mobile number.• Go to 'My Dashboard' → 'Learning Section'• Click on Financial Literacy for ELI Members and enroll.• Watch all video modules and complete the course• On successful certification, the member becomes eligible for the second instalment <p>www.keeptohuman.co.in</p>
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How to avail: Employers

PAN Details : provide their valid PAN.

GST Details : provide their GST registration details.

PAN Seeding : Bank account of establishment must be seeded to PAN account.

Filing of **Monthly ECR in time** is a must

Registration Form

1. Entity Details

Entity Name	PAN
Ashok Kumar	BORP7492P
TAN	GSTIN
348596	RAJ2024

2. Banking Details

Bank Name	Bank Branch
State Bank of India	Malviya Nagar
IFSC Code	Account Number
SBI0098	9238596001103

3. Undertaking

I, Ram Kumar, Head of Human Resources of ABC Private Limited declare that I am fully aware of the eligibility criteria for availing the ELI benefits and provide the required details to the best of my knowledge.
I further undertake that in case if undue benefits are received by the establishment, it shall be refunded to the government in full along with penal interest, if any.

[Click here to e-sign](#)

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THANK YOU



Corporate Office Address

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