

EMPLOYMENT LINKED INCENTIVE (ELI) SCHEME FOR EMPLOYEES & EMPLOYERS

Panaji, July 3, 2025

Enhancing the job creation, employability and social security, the Union Government has approved the Employment Linked Incentive (ELI) Scheme providing incentive to employees and employers for support employment generation. Under the Scheme, the first-time employees can receive one month's wage (up to Rs 15,000/-) and the employers will be given incentives for a period to two years for generating additional employment, with extended benefits for another two years for the manufacturing sector.

First-time employees registered with EPFO will be offered one-month EPF wage up to Rs 15,000 in two installments. Employees with salaries up to Rs 1 lakh will be eligible. The first installment will be payable after 6 months of service and the second installment will be payable after 12 months of service and completion of a financial literacy programme by the employee. To encourage the habit of saving, a portion of the incentive will be kept in a savings instrument of deposit account for a fixed period and can be withdrawn by the employee at a later date.

Focusing on generation of additional employment in all sectors, with a special focus on the manufacturing sector. The employers will get incentives in respect of employees with salaries up to Rs 1 lakh. The Government will incentivize employers, up to Rs 3000 per month, for two years, for each additional employee with sustained employment for at least six months. For the manufacturing sector, incentives will be extended to 3rd and 4th years as well.

Establishments, which are registered with EPFO, will be required to hire at least two additional employees (for employers with less than 50 employees) or five additional employees (for employers with 50 or more employees), on a sustained basis for at least six months.

The ELI Scheme aims to create more than 3.5 Crore jobs in the country, over a period of 2 years with an outlay of Rs. 99,466 crore targeting 1.92crore first time beneficiaries.

The benefits of the Scheme will be applicable to jobs created between August 01, 2025 and July 31, 2027.

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