



उत्तराखण्ड पावर कारपोरेशन लि0

UTTARAKHAND POWER CORPORATION Ltd.

(उत्तराखण्ड सरकार का उपक्रम)
(A Govt. of Uttarakhand Undertaking)
CIN: U40109UR2001SGC025867
Email Id: hpupcl@gmail.com Website: www.upcl.org

पत्रांक १० /म0प्र0(वि0)/उपाकालि/जी0सी0

दिनांक: 03/09/2026

समस्त आहरण एवं वितरण अधिकारी/अधिकासी अभियन्ता
उत्तराखण्ड पावर कारपोरेशन लि0,

(By:email)

विषय: Awareness and Facilitation of Benefits under EEC-2026 and VISHWAS-2026- reg. and Extension of EPF & allied Benefits to uncovered Eligible Employees under the Employees' Campaign, 2026 (EE, 2026-reg.)

उपरोक्त विषयक उपाकालि को प्रेषित कर्मचारी भविष्य निधि संगठन, उत्तराखण्ड, देहरादून के Letter No. EPF/RO/UK/DDN/ Intelligence/27334 dated 24.08.2026 and No. EPF/RO/UK/DDN/ ECC-2026/UPCL/1 dated 02.09.2026 (Copies enclosed), का सन्दर्भ ग्रहण करने का कष्ट करें।

सन्दर्भित पत्रों के माध्यम से तदनुसार एम्प्लॉइज प्रोविडेंट फंड्स एंड मिसलेनियस प्रोविजन्स एक्ट 1952 के स्थान पर कोड ऑफ सोशल सिक्योरिटी, 2020 के तहत बनायी गई फायदेमंद योजनाओं को लागू किये जाने तथा तदनुसार संचालित एम्प्लॉइज एनरोलमेन्ट कैंपेन, 2026 (EEC-2026) और विश्वास, 2026 (VISHWAS-2026) योजनाओं के बारे में जानकारी दिये जाने हेतु ई0पी0एफ0ओ0 द्वारा कैंपेनियम चलाया जा रहा है,

उपरोक्त अभियान के तहत अनुबन्ध आधारित कार्मिकों (Contractual employees) को लेकर मुख्य नियोक्ता एवं सम्बन्धित ठेकेदारों के कर्तव्य एवं जिम्मेदारियां तय करते हुये हर माह के खत्म होने के दस दिनों के भीतर नियोक्ता को ऐसे कार्मिकों की जानाकारियां यथानाम, यूनिवर्सल अकाउंट नंबर, वेतन एवं देय योगदान की जानकारी इलेक्ट्रॉनिक रूप से फार्म XI में ठेकेदार से प्राप्त कर माह खत्म होने के बीस दिनों के भीतर तदनुसार ई0पी0एफ0ओ0 को फार्म XII में एक मासिक सारांश (abstract) दिये जाने का उल्लेख है, जिसमें सम्बन्धित कार्मिकों के वेतन से की गई कुल कटौती एवं नियोक्ता द्वारा जमा की गई कुल राशि की जानकारी भी सम्मिलित होगी। यह भी उल्लिखित है, कि दिनांक 01.04.2009 और दिनांक 31.03.2026 के बीच नियुक्त/सामिल तथा जानकारी देने की तारीख तक कार्यरत प्रत्येक कार्मिक को योजना में एनरोल किया जा सकता है।

उपरोक्त के सम्बन्ध में आपको निर्देशित किया जाता है, कि अपने नियंत्रणाधीन खण्ड/ईकाई/कार्यालय में अनुबन्ध/संविदा के आधार पर कार्योजित समस्त कार्मिकों को ससमय मानदेय भुगतान होना, निर्धारित तिथि तक प्रत्येक कार्मिक का नियमानुसार ई0पी0एफ0 कटौती/जमा होना तथा ई0पी0एफ0 कटौती/जमा से सम्बन्धित समस्त सूचनायें/विवरण मुख्य नियोक्ता खण्ड/कार्यालय में भी उपलब्ध होना एवं उक्त स्तर से आवश्यकतानुसार वांछित होने पर मुख्यालय/ई0पी0एफ0ओ0 को उपलब्ध कराया जाना आवश्यकीय रूप से सुनिश्चित करें।

इसी क्रम में उपरोक्तानुसार Employees' Enrolment Campaign, 2026 and VISHWAS-2026 योजनाओं के सम्बन्ध में ई0पी0एफ0ओ0 द्वारा निर्गत उपरोक्त सन्दर्भित दोनों पत्र इस आशय से संलग्न कर आपको प्रेषित किये जा रहे हैं, कि आप अपने खण्ड/ईकाई/कार्यालय में अनुबन्ध/संविदा के आधार पर कार्योजित समस्त कार्मिक के सम्बन्ध में तदनुसार निर्गत निर्देशों का अनुपालन/क्रियान्वयन सुनिश्चित करें (पत्र संलग्न), ताकि कोई भी योग्य (eligible) कार्मिक वर्णित योजनाओं के लाभ से वंचित न रह सके तथा ई0पी0एफ0ओ0 द्वारा निर्गत निर्देशों का भी अनुपालन सुनिश्चित हो सके।

संलग्न: उपरोक्तानुसार

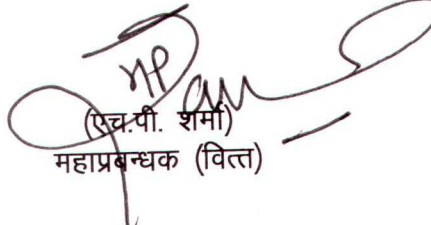
(एच.पी. शर्मा)
महाप्रबन्धक (वित्त)

पत्रांक १० / म०प्र०(वि०)/उपाकालि/जी०सी०

तद् दिनांक।

प्रतिलिपि:

1. स्टॉफ आफिसर- प्रबन्ध निदेशक महोदय, उपाकालि, वि०का०वि०ग० सिंह, ऊर्जा भवन, देहरादून।
 2. निदेशक (वित्त/डी०एंडपी०), उपाकालि, वि०का०वि०ग० सिंह, ऊर्जा भवन, देहरादून।
 3. अधिशासी निदेशक (मा०सं०), उपाकालि, वि०का०वि०ग० सिंह, ऊर्जा भवन, देहरादून।
 4. मुख्य अभियन्ता (वि०), गढ़वाल, कुमायूँ, हरिद्वार, रुद्रपुर क्षेत्र, उपाकालि।
 5. मुख्य अभियन्ता (जानपद), उपाकालि, उपाकालि, वि०का०वि०ग० सिंह, ऊर्जा भवन, देहरादून।
 6. उपमुख्य लेखाधिकारी क्षेत्रीय लेखाकार्यालय, गढ़वाल, कुमायूँ, हरिद्वार, रुद्रपुर क्षेत्र एवं जानपद क्षेत्र उपाकालि।
 7. अधिशासी अभियन्ता (का०मे०), उपाकालि, उपाकालि, वि०का०वि०ग० सिंह, ऊर्जा भवन, देहरादून।
 8. अधिशासी अभियन्ता (सू० एवं प्रौ०), उपाकालि, उपाकालि, वि०का०वि०ग० सिंह, ऊर्जा भवन, देहरादून।
- ✓ को विभागीय वेबसाइट पर अपलोड किये जाने हेतु।


(एच.पी. शर्मा)
महाप्रबन्धक (वित्त)



कर्मचारी भविष्य निधि संगठन

EMPLOYEES' PROVIDENT FUND ORGANISATION

(एच.ए.ए. रोजगार मंत्रालय, भारत सरकार)

(MINISTRY OF LABOUR & EMPLOYMENT, GOVT. OF INDIA)

क्षेत्रीय कार्यालय, देहरादून REGIONAL OFFICE, DEHRADUN,

भविष्य निधि भवन, व्योमप्रस्थ, कानवली, जी.एम.एस. रोड, देहरादून

BHAVISHYA NIDHI BHAWAN, VYOMPRASTH, KANWALI, GMS ROAD, DEHRADUN

दूरभाष/PHONE: 0135-2620101 ई-मेल/E-mail: ro.dehradun@epfindia.gov.in



No. EPF/RO/UK/DDN/EEC-2026/UPCL/1

Date: 02.09.2026

To,

The Managing Director

Uttarakhand Power Corporation Limited

Kanwali Road, Balliwala Chowk, Dehradun

SUB: EXTENSION OF EPF & ALLIED BENEFITS TO UNCOVERED ELIGIBLE EMPLOYEES UNDER THE EMPLOYEES' ENROLMENT CAMPAIGN, 2026 (EEC, 2026) - REG.

Sir/Madam,

The Government of India has notified the *Employees' Enrolment Campaign, 2026* to extend social-security benefits to eligible employees who have remained outside EPF coverage for any reason.

- Your kind attention is invited to Section 17(1) of the Code on Social Security, 2020 and Para 27 of the EPF Scheme, 2026, which provide for recovery of contributions and administrative charges in respect of employees engaged through contractors and prescribe the joint and several liability of the contractor and principal employer. Section 2(26) further clarifies that an 'employee' means any person employed on wages by an establishment, either directly or through a contractor. Engagement through a contractor does not, therefore, by itself exclude eligible employees from EPF coverage.
- Non-compliance with the applicable provisions entails avoidable statutory action, including recovery of due contribution, interest and penal damages and the initiation of prosecution, against the principal employer and the contractor. In this context, the EEC, 2026 provides a time-barred opportunity to bring eligible employees within EPF coverage through retrospective enrolment, with significant reliefs such as waiver of unrecovered past employees' share and concessional damages of ₹100. *The salient features of the Campaign are provided on the reverse side of this document, for ready reference.*
- As a Principal Employer, you are accordingly requested to suitably advise and sensitise all concerned officials and contractors and make them aware about the EEC, 2026. A comprehensive review of manpower engaged through contractors may also be undertaken to identify eligible employees who have remained outside EPF coverage, for immediate enrolment.
- Please note that the EEC, 2026 is intended to promote voluntary compliance and self-disclosure within the limited window available up to 31st October, 2026. In case further clarification is required by the concerned officials or contractors, an awareness session may be conducted by the undersigned, on request.
- Your cooperation shall contribute significantly towards extending social-security coverage to eligible employees in the form of Provident Fund, Pension and Deposit Linked Insurance benefits.

Regards,

अधीक्षक निदेश, Shashant Singh,
 क्षेत्रीय कार्यालय / Regional Office
 (ई.ए.ए. संगठन) / EPF Organisation
 भविष्य निधि भवन, व्योमप्रस्थ, कानवली, जी.एम.एस. रोड, देहरादून
 BHAVISHYA NIDHI BHAWAN, VYOMPRASTH, KANWALI, GMS ROAD, DEHRADUN

THE EMPLOYEES' ENROLMENT CAMPAIGN, 2026

कर्मचारी नामांकन अभियान, 2026

The EEC, 2026 provides significant facilitation and relief for bringing previously left-out eligible employees within the social-security framework. The principal features include:

ईईसी, 2026 सामाजिक सुरक्षा के दायरे से पूर्व में छूट गए पात्र कर्मचारियों को इसके अंतर्गत लाने के लिए महत्वपूर्ण सुविधा एवं राहत प्रदान करता है। अभियान की प्रमुख विशेषताएँ निम्नलिखित हैं:

- (i) **Coverage of previously left-out employees:** Eligible employees who joined the establishment during the period from 1st April, 2009 to 31st March, 2026 and are employed as on the date of declaration can be enrolled, subject to the conditions of the Campaign.

पूर्व में छूटे हुए कर्मचारियों का कवरेज: ऐसे पात्र कर्मचारी, जिन्होंने 1 अप्रैल, 2009 से 31 मार्च, 2026 की अवधि के दौरान किसी प्रतिष्ठान में कार्यभार ग्रहण किया है तथा घोषणा की तिथि को प्रतिष्ठान में कार्यरत हैं, अभियान की निर्धारित शर्तों के अधीन नामांकित किए जा सकते हैं।

- (ii) **Waiver of employees' share for the past period:** For the period covered by the Campaign, the employee/member's contribution is waived where the same had not been recovered earlier from the employee. This substantially facilitates retrospective enrolment without placing the burden of the past employee contribution upon the employee.

पूर्व अवधि के लिए कर्मचारी अंशदान की माफी: अभियान के अंतर्गत आने वाली अवधि के लिए, जहाँ कर्मचारी/सदस्य का अंशदान पूर्व में कर्मचारी से वसूल नहीं किया गया है, वहाँ उक्त अंशदान माफ किया जाएगा। इससे कर्मचारी पर पूर्व अवधि के कर्मचारी अंशदान का भार डाले बिना पिछली अवधि के लिए नामांकन की प्रक्रिया काफी सुगम हो जाती है।

- (iii) **Employer to bear the past employer's share where employee's share was not recovered:** Where the employee's share had not previously been deducted and retained by the employer, the employer is required to deposit only the employer's share for the past period, in accordance with the Campaign.

कर्मचारी का अंशदान वसूल न किए जाने की स्थिति में पूर्व अवधि के नियोक्ता अंशदान का वहन: जहाँ कर्मचारी का अंशदान पूर्व में नियोक्ता द्वारा काटकर अपने पास नहीं रखा गया है, वहाँ अभियान के प्रावधानों के अनुसार नियोक्ता को पिछली अवधि के लिए केवल नियोक्ता अंशदान जमा करना होगा।

- (iv) **Payment of statutory interest:** Interest for the past period is payable in accordance with Section 127 of the Code on Social Security, 2020, along with applicable administrative charges.

वैधानिक ब्याज का भुगतान: पूर्व अवधि के लिए सामाजिक सुरक्षा संहिता, 2020 की धारा 127 के अनुसार ब्याज, लागू प्रशासनिक प्रभारों के साथ, देय होगा।

- (v) **Concessional damages:** The Campaign provides for levy of damages of ₹100 in accordance with the special rate prescribed under the Employees' Enrolment Campaign, 2026, thereby providing substantial relief from the otherwise applicable damages for the period of default.

रियायती हर्जाना: अभियान के अंतर्गत कर्मचारी नामांकन अभियान, 2026 में निर्धारित विशेष दर के अनुसार ₹100 का हर्जाना लगाया जाएगा। इससे डिफॉल्ट की अवधि के लिए अन्यथा लागू होने वाले हर्जाने की तुलना में पर्याप्त राहत प्राप्त होती है।

- (vi) **Relief in respect of eligible employees who have already left:** Subject to fulfilment of the prescribed conditions and submission of the requisite undertaking, no action is to be initiated by EPFO against an employer availing the Campaign in respect of employees who had already left the establishment as on the date of declaration.

ऐसे पात्र कर्मचारियों के संबंध में राहत जो पहले ही प्रतिष्ठान छोड़ चुके हैं: निर्धारित शर्तों की पूर्ति तथा अपेक्षित वचनबद्धता/घोषणा प्रस्तुत किए जाने के अधीन, ऐसे कर्मचारियों के संबंध में, जो घोषणा की तिथि तक प्रतिष्ठान छोड़ चुके थे, अभियान का लाभ लेने वाले नियोक्ता के विरुद्ध ईपीएफओ द्वारा कोई कार्रवाई प्रारंभ नहीं की जाएगी।



कर्मचारी भविष्य निधि संगठन

(श्रम एवं रोजगार मंत्रालय भारत सरकार)

Employees' Provident Fund Organization

(Ministry of Labour & Employment, Govt. of India)

क्षेत्रीय कार्यालय, उत्तराखण्ड/ Regional Office, Uttarakhand

भविष्य निधि भवन / Bhavishyanidhi Bhawan,

व्योमप्रस्थ, कॉवली, जी०एम०एस० रोड, देहरादून 248001/ Vyomprasth, Kanwali, G.M.S Road, Dehradun 248001

दूरभाष/ Phone: 0135-2620101, 2720201, 2720203, 2620106, फैक्स/ FAX: 0135-2620105; e-mail: ro.dehradun@epfindia.gov.in

Letter No. EPF/RO/UK/DDN/Intelligence/

To,

27334

Date: 24/08/2026

The Managing Director,

M/s Uttarakhand Power Corporation Limited (The Principal Employer),

Victoria Cross Vijeyta Gabar Singh Urja Bhawan,

Kanwali Road, Balliwala Chowk, Dehradun, Uttarakhand - 248001

Subject: Awareness and Facilitation of Benefits under EEC-2026 and VISHWAS-2026 - reg.

Sir/Madam,

You are well aware that the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 has been repealed and replaced by the Code on Social Security, 2020, along with the schemes framed thereunder. In this regard, the present communication is being issued to apprise you of the applicable statutory compliance requirements under the Code and to bring to your notice two beneficial schemes presently in operation, namely, the Employees' Enrolment Campaign, 2026 (EEC-2026) and 'VISHWAS, 2026'. The relevant provisions applicable to the Principal Employer, along with the benefits and applicability of the aforesaid schemes, are outlined below for your information and necessary action.

1. Paragraph 27 of the EPF Scheme, titled "Duties of principal employer and contractor", further provides that the contractor shall be responsible, jointly and severally with the principal employer, for payment of contributions and charges payable in respect of the contractual employees engaged by him; that every contractor shall, within ten days of the close of each month, inform the principal employer electronically in Form XI of the name, Universal Account Number, wages, and contributions payable in respect of such employees; and that the principal employer shall, within twenty days of the close of the month, furnish to the Commissioner a monthly abstract in Form XII showing the aggregate recoveries made from the wages of contractual employees and the aggregate amount contributed by the employer in respect of such members. Where this information is made available through the dedicated EPFO portal, compliance under Form X, XI and XII is deemed to have been made.

2. The Employees' Enrolment Campaign, 2026 (EEC, 2026), notified under the Annexure to paragraph 60 of the Employees' Provident Funds Scheme, 2026, is in operation from 01.07.2026 to 31.10.2026. Under this Campaign, any employer, whether previously covered or not, may declare and enrol employees who joined the establishment between 01.04.2009 and 31.03.2026, and who are still employed as on the date of declaration but were, for any reason, not enrolled under the Scheme earlier. On such declaration, only the employer's share of contribution for the past period is payable; the employees' share stands waived if it was not already deducted, subject to payment of

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interest under Section 127 of the Code, administrative charges, and nominal damages of Rs.100/- per establishment.

3.If any such left-out employees exist in your establishment, you are requested to avail the benefit of EEC, 2026 by generating a Face Authentication-based Universal Account Number for each such employee through the UMANG Application, and thereafter making the declaration through the designated EPFO portal, before the closing date of 31.10.2026. Since the principal employer is responsible, jointly and severally with the contractor, for payment of contributions in respect of contractual employees, you are particularly encouraged to identify and declare, through your contractors, any employees engaged by or through a contractor who joined between 01.04.2009 and 31.03.2026 and were not enrolled earlier, so that they too can obtain the benefit of this one-time Campaign before it closes.

4.You are also informed of 'VISHWAS, 2026', a special one-time scheme for reduction of damages under Section 14B of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 or Section 128 of the Code, applicable to defaults in payment of contribution for the period prior to 14.06.2024. VISHWAS, 2026 is effective from 29.06.2026 and remains open for six months from the date of notification of the Scheme, i.e. up to 30.12.2026. It covers cases where an order under Section 14B/128 is under dispute before a judicial forum, where such an order has been issued but the amount is yet to be recovered, or where a notice under Section 14B/128 has been issued but not yet finalised, or is yet to be issued. If any such matter is pending in respect of your establishment, you may avail this scheme, subject to full payment of interest under Section 7Q of the Act/Section 127 of the Code, and an undertaking not to pursue further appeal.

5.You are requested to suitably advise and encourage all contractors engaged by your establishment to identify and enrol eligible left-out employees and to ensure that the maximum benefit available under EEC-2026 is availed within the prescribed period. You are also requested to examine whether any pending matter relating to damages is eligible for benefit under VISHWAS-2026 and to take necessary action, wherever applicable, within the prescribed time limit.

As both the above initiatives are time-bound, the benefits available thereunder may not be admissible after the respective closing dates. You are, therefore, requested to give the matter due priority and take necessary action at your end and through the contractors engaged by the establishment. This office shall extend necessary clarification and assistance, as permissible under the applicable provisions, in availing the benefits of the above schemes.


(SANTOSH KUMAR YADAV)
Assistant Provident Fund Commissioner (Intelligence)
Regional Office, Dehradun

Copy to,

Sh. Shashank Singh, Area Enforcement Officer, with the directions to guide and facilitate the aforesaid Principal Employer for the benefits under EEC-2026 and VISHWAS-2026 schemes.