

New ESIC scheme offers legal immunity to unregistered cos

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Gurgaon: For the ease of doing business and to increase the registration of workers with the govt, ESIC has done away with the provision of legal action and the demand for backdated dues from firms that are not registered with the department.

The employees' state insurance corporation has started the scheme for the promotion of registration of employers and employees (SPREE) 2025. This special initiative aimed at expanding social security coverage under the ESI Act will be active from July 1 to Dec 31, 2025, and provides a one-time opportunity for unregistered

employers and employees—including contractual and temporary workers—to enrol without facing inspections or demands for past dues.

Under the scheme, employers can register their units and employees digitally through the ESIC portal, Shram Suvidha, and MCA portal. Registration will be considered valid from the date declared by the employer. No contribution or benefit will apply for periods prior to registration. No inspection or demand of past records will be made for the pre-registration period.

Sunil Yadav, in charge of the sub-regional office, Gurgaon, said the scheme encourages voluntary compliance by remo-

ving the fear of retrospective penalties and easing the registration process. "Prior to SPREE, non-registration within specified timeframes could result in legal action and demand for backdated dues. SPREE 2025 addresses these barriers, aiming to bring left-out establishments and workers into the ESI fold and ensure broader social protection," said Yadav.

According to the ESIC data, more than 14.8 lakh employees are working in the formal sector, with around 50,000 companies earning a monthly salary of less than 25,000. ESIC is a statutory corporate body established under the Employees' State Insurance Act, 1948.