6. Spree 2025- Economy

SPREE 2025 Extended Till 31 January 2026- ESIC Offers More Time for Employers to Join Without Past Liabilities. The Employees' State Insurance Corporation (ESIC) has launched "SPREE 2025," an amnesty scheme extended until January 31, 2026, which allows employers to register voluntarily without facing penalties or retrospective inspections for past non-compliance. This initiative aims to expand formal social security coverage to more workers under the ESI Act, 1948.

SPREE 2025 and Employees' State Insurance Corporation (ESIC) Framework

Introduction to SPREE 2025

Full Form- Scheme for Promotion of Registration of Employers and Employees (SPREE).
Launching Authority- Employees' State Insurance Corporation (ESIC).
Primary Objective- To bring more workers under the formal social security framework by offering a time-bound opportunity for employers to voluntarily register.
Core Benefit- It allows employers to register their establishments and employees under the ESI Act, 1948, without facing penalties for past non-compliance.

Key Features of SPREE 2025

Scheme Duration and Extension

Initial Timeline- The scheme was originally scheduled to run from July 1, 2025, to December 31, 2025.
Extended Deadline- Due to representations from various employers and state governments, the deadline has been extended by one month.
New Conclusion Date- The scheme is now valid until January 31, 2026, to maximize its reach.

The 'Amnesty' Clause (Immunity)

One-Time Opportunity- It provides a unique window for registration with full immunity from past liabilities.
No Retrospective Action
No Past Contributions- The corporation will not demand contributions for the period prior to the date of registration.
No Inspections- No inspections will be conducted, nor will records be demanded for the pre-registration period.
No Penalties- Employers are exempted from interest, damages, or legal penalties for any past non-compliance.

Registration and Coverage

Digital Registration- The process is streamlined via multiple online portals ESIC Portal, Shram Suvidha Portal, MCA Portal
Effective Date of Coverage- Registration is considered valid from the date declared by the employer. This ensures that newly registered employees gain immediate access to benefits from that specific date.

About Employees' State Insurance Corporation (ESIC)

Nature of Body- It is a statutory body established under the ESI Act of 1948.
Nodal Ministry- It operates under the administrative control of the Ministry of Labour and Employment.
Function- It manages the Employees' State Insurance (ESI) scheme, which is a self-financing social security and health insurance program designed to provide socio-economic protection to Indian workers.

Key Parameters of the ESI Scheme

Eligibility Criteria

Establishment Threshold- Coverage is mandatory for non-seasonal factories and establishments (including shops, hotels, private medical/educational institutions, etc.) that employ 10 or more persons.
Wage Limit

1. Standard Limit- Applicable to employees earning a gross monthly salary of up to ₹21,000.
2. Disability Limit- The limit is increased to ₹25,000 for persons with disabilities.

Contribution Rates

Contributor	Share (% of Monthly Wages)
Employee	0.75%
Employer	3.25%

Core Benefits (Under Section 46 of ESI Act)

Insured Persons (IPs) and their families are entitled to a comprehensive range of benefits

Medical Benefit- Provides full medical care for Insured Persons and their dependents. Available from day one of employment. There is no ceiling on expenditure for treatment.

Sickness Benefit- Offers cash compensation during certified periods of sickness. Rate 70% of wages. Duration Up to 91 days per year.

Maternity Benefit- Provides paid leave for maternity. Rate 100% of full wages. Duration- Payable for 26 weeks (extendable by one month on medical advice).

Disablement Benefit

Temporary Disablement- Cash payment at 90% of wages for the duration of the injury/recovery.

Permanent Disablement- Monthly payments for life, calculated based on the extent of loss of earning capacity.

Unemployment Allowance- Administered under schemes like the Atal Beemit Vyakti Kalyan Yojana. Provides relief in case of involuntary job loss. Current Rate Up to 50% of wages for a maximum of 90 days.

Funeral Expenses- A lump sum payment is made to the dependents or the person who performs the last rites of the Insured Person. Amount ₹15,000.

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