

EMPLOYEES' STATE INSURANCE CORPORATION

SPREE

Scheme to Promote Registration of Employers & Employees

One-Time Opportunity for Voluntary Compliance



Employers



Employees

SPREE Scheme Extended up to 31 January 2026

The **Employees' State Insurance Corporation (ESIC)** introduced the **Scheme to Promote Registration of Employers and Employees (SPREE)** on **01 July 2025** as a **one-time measure** to bring eligible establishments and employees under the ESIC fold through voluntary compliance.

Considering representations from employers and stakeholders, ESIC has **extended the SPREE Scheme up to 31 January 2026** vide Circular dated **31 December 2025**. This extension provides a **final opportunity** for entities who have not yet complied with ESIC provisions to regularize their registration and avail statutory benefits without past-period exposure

ESIC – Applicability & Eligibility

An establishment is required to register under ESIC if:

- It employs **10 or more persons** (in most States)
- Employees are drawing **gross wages up to ₹21,000 per month**
- The establishment falls under **factory or notified establishments**, including: offices, shops, commercial establishments, service providers, etc

Who Should Avail the SPREE Benefit

- Employers who were **eligible earlier but remained unregistered**
- Establishments employing manpower:
 - on direct payroll, or
 - through contractors / manpower agencies
- New and existing units that have **crossed the statutory threshold limits**

Employees covered under ESIC are entitled to **medical care, sickness benefit, maternity benefit, disablement benefit and dependants' benefit**, ensuring comprehensive social security protection.

Why SPREE Matters – Key Benefits

- **Valid only up to 31 January 2026**
- **Voluntary registration** without fear of past-period penalties, damages or inspections (subject to scheme conditions)
- **One-time and time-bound** opportunity to regularize ESIC compliance
- Ensures statutory compliance and long-term employee welfare

Act Before the Window Closes

Employers who are still outside the ESIC framework are strongly advised to **evaluate their applicability immediately** and avail the benefit of the **extended SPREE Scheme**, as no further extension may be available.

For any support & guidance... Contact: corporate@bizsolindia.com



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