

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1373
TO BE ANSWERED ON 11.12.2025**

CEILING FOR ESIC MEDICAL COVERAGE

1373. SHRI YERRAM VENKATA SUBBA REDDY:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether Government has increased the ceiling to ₹ 21,000 per month to avail benefits under ESIC medical coverage;**
- (b) whether the above revision was made in 2017;**
- (c) whether there have been demands from workers and labour organizations to increase the ceiling to ₹ 40,000 per month to avail medical benefits under ESIC; and**
- (d) if so, the constraints that Government has in revising the ceiling to ₹ 40,000 per month?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): The Employees' State Insurance (ESI) Act, 1948 is applicable to all factories and establishments having ten or more employees, drawing wages up to Rs 21,000/- (Rs. 25,000/- for Persons with disability). The revision of wage ceiling is undertaken periodically from time to time. The ESI Act, 1948 has been subsumed in the Code on Social Security (CoSS), 2020 and the CoSS, 2020 has come into force with effect from 21st November 2025.

The Ministry of Labour & Employment has been receiving requests from different organizations from time to time to increase the wage ceiling. The last revision in the wage ceiling for coverage under ESI Act, 1948 was done w.e.f. 01.01.2017, wherein the wage limit was raised from Rs. 15,000/- per month to Rs. 21,000/- per month.
