

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2166
TO BE ANSWERED ON 18.12.2025**

SALARY AND PENSION OF EPFO EMPLOYEES

2166. DR. JOHN BRITTAS:

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

- (a) the annual salary expenditure of EPFO employees during the last five years;**
- (b) average annual salary expenditure for each category of EPFO employees for financial year 2024-25;**
- (c) total year-wise administrative, establishment and operational expenditure of EPFO during the last five years;**
- (d) average and median monthly pension received by EPS members for September 2025, category-wise;**
- (e) whether any actuarial review of pension adequacy vis-à-vis inflation and cost of living has been undertaken in recent years;**
- (f) whether Government proposes to revise the minimum EPS pension, if not, the reasons therefor;**
- (g) number of pensioners receiving less than ₹1,000/- per month and those receiving ₹1,000/- as monthly pension?**

ANSWER

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

- (a) & (b): The consolidated salary expenditure of EPFO employees during the last five years is as detailed below:**

Financial Year	Salary Expenses (in Rs. Crore)
2020-21	1,933.41
2021-22	2,220.17
2022-23	2,381.61
2023-24	2,544.17
2024-25	2,752.54

The Category-wise salary expenditure is not maintained in Annual Accounts of EPFO.

(c): The expenditure is maintained under two categories viz. Establishment expenses and other administrative expenses and year-wise details are as follows:

(Amount in Rs. Crore)

Financial Year	Administrative Expenses	Establishment Expenses
2020-21	390.72	3421.00
2021-22	462.28	3928.74
2022-23	549.07	4741.70
2023-24	649.90	5292.61
2024-25	724.46	6022.21

(d): Category-wise average and median monthly pension for September 2025 is as under:

Pension Category	Average Monthly Pension	Median Monthly Pension
Member Pension	2,239	1,496
Spouse Pension	1,508	1,000
Nominee Pension	1,576	1,361
Parent Pension	2,040	2,051
Children Pension	558	560
Orphan Pension	1,465	1,531
Total	9,386	7,999

(e): As per para 32 of the scheme, a valuer is appointed by the Central Government for annual valuation of Employees' Pension Fund. The 22nd and 23rd actuarial valuation of Pension Fund as on 31.03.2018 and 31.03.2019 have been completed. As per the actuarial valuation reports, there was a net actuarial deficit in the Employees' Pension Fund.

(f): Employees' Pension Scheme, 1995 is a 'Defined Contribution-Defined Benefit' Social Security Scheme. The Corpus of the Employees' Pension Fund is made up of (i) contribution by the employer @ 8.33 per cent of wages; and (ii) 1.16% contribution from Central Government on wages upto Rs. 15,000/- per month. All benefits under the scheme are paid out of such accumulations. The fund is valued annually as mandated under paragraph 32 of EPS, 1995 and as per the valuation of the fund as on 31.03.2019, there is an actuarial deficit.

The Government is providing a minimum pension of Rs. 1000 per month to the pensioners under the EPS, 1995 by providing budgetary support, which is in addition to the budgetary support of 1.16 per cent of wages provided annually towards EPS to Employees' Provident Fund Organization (EPFO).

The Government of India is committed to provide robust social security coverage through EPF scheme, 1952, EPS-95 and EDLI schemes being run by EPFO, to the members of these schemes, taking into consideration the sustainability of respective funds as well as the future liabilities thereon.

(g): With effect from 01.09.2014, the pension for member/disabled member, widow/widower, nominee/dependent parent has been enhanced to a minimum of Rs. 1,000/- per month. However, in some cases of member pensioners, deductions on account of benefits availed by such pensioners on account of claims for return of capital and early pension are applied on the minimum pension of Rs. 1,000/- per month, which results in monthly pension amounts less than Rs. 1000/- per month. Further, the minimum pension for children is Rs. 250/- per month and for orphans, it is Rs. 750/- per month.

The number of pensioners receiving less than Rs. 1,000/- per month as pension for September 2025 is 16,61,183 and the number of pensioners currently receiving Rs. 1000/- per month is 12,64,715.
