

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

LOK SABHA

**UNSTARRED QUESTION NO. 2086
TO BE ANSWERED ON 08.03.2021**

SOCIAL SECURITY TO LOW PAID EMPLOYEES

**†2086. SHRI JUGAL KISHORE SHARMA:
SHRIMATI GEETA KORA:
SHRI DILESHWAR KAMAIT:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the employees working in factories and establishments do not get benefits of Employees' State Insurance (ESI) scheme if their salary is less than Rs. 21000;**
- (b) if so, the details thereof and the reasons therefor; and**
- (c) the efforts being made by the Government to provide social security cover to the low paid employees working in factories along with the details thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a): Employees working in a factory or establishment covered under the Employees' State Insurance (ESI) Act, 1948 and drawing wages less than or equal to Rs. 21000/- per month, are eligible for all benefits available under the ESI Act.

(b): Does not arise in view of (a) above.

(c): Social security cover in the form of medical, sickness, maternity, provident fund, superannuation/family pension, insurance, gratuity and compensation benefits is provided to the eligible workers covered under the Employees' State Insurance (ESI) Act, 1948, the Employees' Provident Funds (EPF) & Miscellaneous Provisions Act, 1952, the Employee's Compensation Act, 1923, the Maternity Benefit Act, 1961 and the Payment of Gratuity Act, 1972.

Besides, under the ESI Act 1948, employees earning up to Rs.176/- a day as wages are exempted from the payment of employees' contribution.
