

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1678  
TO BE ANSWERED ON 10.03.2025**

**PRO-RATA NORM FOR PENSIONS**

**1678. ADV DEAN KURIAKOSE:**

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

- (a) whether the Government has issued a circular approving the pro-rata norm for pensions;**
- (b) if so, the details thereof;**
- (c) whether the circular was issued even when various courts were still examining petitions challenging the pro-rata norm since it would calculate the pension after dividing the employees' service period into two, if so, the details thereof and reasons thereto;**
- (d) whether the pension being divided into two parts ultimately lead to a reduced pension amount; and**
- (e) if so, the details thereof alongwith the reasons to reduce the pension amount of pensioners through such a move?**

**ANSWER**

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

**(a) to (e): As per Paragraph 11(1) and Paragraph 12 of the Employees' Pension Scheme, 1995, the pensionable salary shall be determined on pro-rata basis for the pensionable service up to the 1st day of September, 2014, subject to a maximum of six thousand and five hundred rupees per month, and for the period thereafter at the maximum of fifteen thousand rupees per month.**

**The Employees' Provident Fund Organisation (EPFO) has issued a circular dated 18.01.2025 clarifying that pro-rata calculation of pension is equitable and treats both categories of pensioners i.e. pensioners under wage ceiling and those with higher wages on an equal footing.**

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