

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 3976
TO BE ANSWERED ON 18.08.2025**

GRIEVANCES OF EPS-95

3976. SHRI SRIBHARAT MATHUKUMILLI:

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

- (a) whether the Government has received multiple representations from associations and retired employees of Public Sector Undertakings (PSUs) regarding unresolved issues under the Employees' Pension Scheme (EPS-95), including inadequate pension amounts and lack of medical support and if so, the details thereof;**
- (b) whether the Government has taken steps to address demands such as minimum guaranteed monthly pension of Rs. 7,500, restoration of commuted pension and provision of health coverage for EPS-95 pensioners and if so, the details thereof;**
- (c) whether the Government proposes to assess the pension adequacy for workers who retired under pre-revision salary structures or those who were excluded due to administrative lapses and if so, the details thereof;**
- (d) whether the Government has any plan to amend the EPS-95 scheme or create a separate welfare mechanism to ensure social security and dignity for ageing retired workers of PSUs not covered under other pension frameworks; and**
- (e) if so, the details thereof and if not, the reasons for delay?**

ANSWER

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

(a) to (e): The EPS, 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) contribution from Central Government through budgetary support @ 1.16 per cent of wages up to an amount of

Contd..2/-

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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.

However, 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 Organisation (EPFO).

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