

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 4988  
TO BE ANSWERED ON 23.03.2026**

**UPPER LIMIT FOR EPF AND ESI BENEFICIARIES**

**4988. SMT. MALA ROY:**

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

- (a) whether the Government has any plan to increase the upper limit cap of Employees' Provident Fund (EPF) and Employees' State Insurance (ESI) beneficiaries;**
- (b) if so, the details thereof; and**
- (c) if not, the reasons therefor?**

**ANSWER**

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

**(a) to (c): The wage ceiling for coverage under the Employees' Provident Fund (EPF) Scheme, 1952 and Employees' State Insurance (ESI) Act, 1948 is revised from time to time. Presently, the wage ceiling for coverage under EPFO is Rs.15000/- per month and for ESIC, it is Rs. 21,000/- per month.**

**Raising the wage ceiling is done based on extensive stakeholders' consultations including Trade Unions and industry associations as the same will have impact on the take-home salary of employees and on the hiring cost for employers.**

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