

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1345
TO BE ANSWERED ON 27.07.2026**

WAGE CEILING LIMIT FOR ESI COVERAGE

1345. SHRI N K PREMACHANDRAN:

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

- (a) whether the Government proposes to increase the wage ceiling limit for Employees' State Insurance (ESI) coverage and if so, the details thereof and if not, the reasons therefor;**
- (b) whether the Government is aware that the wages of the workers/employees are increased due to the increase of their living cost;**
- (c) if so, the reasons for the ESI wage ceiling limit not increasing corresponding to the said increase;**
- (d) whether the Government proposes to extend the ESI coverage to more sectors and if so, the details thereof and if not, the reasons therefor;**
- (e) whether the Government proposes to relax the attendance, restrictions imposed for Super Specialty treatment of seasonal workers including cashew workers; and**
- (f) if so, the details thereof and action taken thereon?**

ANSWER

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

(a) to (f): The revision of wage ceiling is undertaken periodically from time to time. The last revision in the wage ceiling for coverage under the Employees' State Insurance (ESI) Scheme was done w.e.f. 01.01.2017, wherein the wage limit was raised from Rs. 15,000/- per month to Rs. 21,000/- per month (Rs. 25,000/- for Persons with disability).

Employees' State Insurance Act, 1948 has now been subsumed in Code on Social Security, 2020 which has been implemented w.e.f. 21.11.2025. Under Section 2(29) of the Code on Social Security, 2020, an "establishment" broadly covers places

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where industrial, commercial or other specified economic activities are carried on. It includes factories, motor transport undertakings, newspaper establishments, audio-visual production units, construction establishments, plantations, mines, ports and areas where dock work is undertaken. Moreover, Section 45 of the Code on Social Security, 2020 empowers the Central Government to frame the Scheme for providing the benefits of the ESIC to the Unorganised workers, gig workers and platform workers.

At present, there is no such provision under ESIC to relax the attendance, restrictions imposed for Super Specialty treatment of Seasonal factory workers being outside the coverage of ESIC.
