

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

**STARRED QUESTION NO. 7
TO BE ANSWERED ON 01.12.2025**

ENROLMENT UNDER EPF

***7. SHRI BENNY BEHANAN:
ADV DEAN KURIAKOSE:**

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

- (a) the details of the current rate of minimum salary for enrolment under Employees' Provident Fund (EPF);**
- (b) whether the Government has any plans to increase the ceiling of the minimum salary to Rs. 30,000 for enrolment under EPF and if so, the details thereof;**
- (c) whether the gig workers in the service economy be included under this programme; and**
- (d) if so, the details thereof and if not the reasons therefor?**

**MINISTER OF LABOUR AND EMPLOYMENT
(DR. MANSUKH MANDAVIYA)**

(a) to (d): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA STARRED QUESTION NO. 7 FOR 01.12.2025 BY SHRI BENNY BEHANAN and ADV DEAN KURIAKOSE REGARDING ENROLMENT UNDER EPF.

(a): As per provision of the EPF scheme 1952, all employees of an establishment registered with EPFO, drawing wage up to Rs 15,000/- are mandatorily required to be covered. There is no criterion for minimum wages for coverage under EPF scheme 1952.

(b): Raising the wage ceiling for coverage under EPFO 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.

(c) & (d): As per the Code on Social Security, 2020, 'gig worker' has been defined as a person who performs work or participates in a work arrangement and earns from such activities outside of traditional employer-employee relationship. Under the Code on Social Security, 2020, there are provisions for social security measures for gig workers and platform workers on matters relating to life and disability cover, accident insurance, health and maternity benefits, old age protection, etc. The Code also provides for setting up a Social Security Fund to finance the welfare scheme. Further, Section 113 of the Code on Social Security, 2020 provides for registration of unorganized workers, gig workers and platform workers.
