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UCS POV | Key Implications of the Revised EPF & EPS Wage Ceiling to ₹25,000 Effective 17 September 2026

- SHAIJU MATHEW
CHIEF OPERATING OFFICER

The Central Government has notified ₹25,000 per month as the wage ceiling for the purposes of Chapter III of the Code on Social Security, 2020, with effect from 17 September 2026, being the date of publication in the Official Gazette. This replaces the ₹15,000 ceiling and is the first substantive revision of the provident fund wage threshold since 2014. In the same manner, Paragraph 7(1) of the Employees' Pension Scheme, 2026, was amended vide G.S.R. 847(E) dated 25 September 2026, with the amendment coming into force with effect from 17 September 2026, with a new wage ceiling of ₹25,000 per month.

In view of this amendment, companies will have to make the EPF and EPS contributions on a prorated calculation basis, considering the effective date of 17th September 2026. As the effective date falls during the payroll period for a wage month, the prorated calculation needs to be done more accurately before uploading the data to the EPFO portal. We hereby highlight the major impacts/changes for the Employees' Provident Fund and Pension Scheme for a better understanding while processing compliances for the wage month of September 2026. The payroll input needs to be bifurcated for the purpose of PF workings; however, the remittance has to be done through a consolidated ECR only.

- The employees who have already opted out of EPF coverage as per the definition of an "Excluded Employee" will be covered under EPF and EPS w.e.f. 17th September 2026, provided their wages are within ₹25,000. This will lead to more employees falling under the EPF/EPS Scheme, which will increase the CTC for such employees. The employee's take-home salary will be reduced considering an equivalent PF deduction from the wages. However, the said reduction in take-home wages shall not fall under "the change of working conditions," as the change is due to the amendment of the Act.

- The employees who are covered under EPS will be eligible for a better pension after attaining the age of 58 years, as the pension calculation will be based on the pension wages applicable during each period of employment. The enhancement of the wage ceiling will extend pension benefits to more employees who were previously outside the Pension Scheme.

- Presently, the insurance coverage (EDLI) under EPF is a maximum of ₹7 lakhs, and this coverage is also expected to be enhanced as per the new wage ceiling. Although the Central Government has not yet published any notification with respect to EDLI coverage enhancement, the same is expected to be enhanced considering that the EDLI calculation is always based on the wage ceiling amount.



Higher EPF wage limit: Monthly PF contributions rise to Rs 3,917

With EPFO increasing the mandatory wage ceiling from Rs 15,000 a month to Rs 25,000, employees will now contribute Rs 3,000 (at 12% contribution of Rs 25,000 wage) towards their PF savings from Rs 1,800 earlier, govt said in a set of FAQs released.

This will be along with a contribution of Rs 917 by employers (at 3.67%), up from Rs 550, taking the mandatory monthly PF contributions to Rs 3,917. In addition, Rs 2,083 – an 8.3% contribution from employers' share – will now go towards the pension kitty from earlier Rs 1,250.

On Sept 17, govt increased EPFO wage ceiling to bring one crore additional workers into the social security net as minimum wages in at least seven states and UTs – Delhi, Maharashtra, Karnataka, Haryana, Gujarat, Rajasthan and Uttarakhand – have crossed the Rs 15,000 threshold. In the case of an employee with a monthly wage of Rs 20,000, the mandatory PF contribution will be Rs 3,134 – the employee share Rs 2,400 and the employer share Rs 734, with an additional Rs 1,666 going towards EPS from employer's share. But if an employee earns, say, Rs 35,000 a month, the mandatory PF contribution will be Rs 6,000 (Rs 3,000 from employee and employers each), with no amount going towards pension as EPS is available only to those whose wages do not exceed the EPFO wage ceiling.

The retirement savings agency said the new regime kicked in from Sept 17 and asked employers to review contractor compliance, wherever contract labour is engaged, and update its payroll systems. Allaying employee fears of attempts to pass on the contribution by deducting more from salaries, it said an employer's statutory contribution cannot simply be treated as an employee deduction merely by describing it as part of CTC.

While the move will likely increase compliance costs for small and medium enterprises, the potential costs due to the rise in the wage ceiling can be partly offset by the incentive of up to Rs 3,000 per month for every additional employment created under PM Viksit Bharat Rojgar Yojana.

Source – The Times Of India

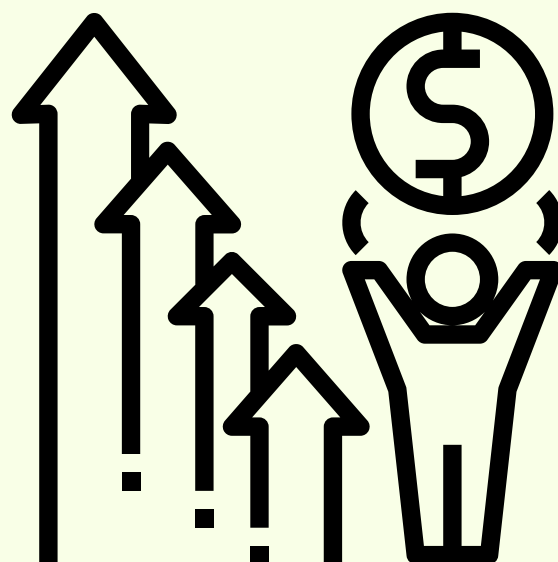
Cabinet approves raising EPFO wage ceiling from Rs 15,000 to Rs 25,000

The Union Cabinet recently approved the Ministry of Labour & Employment's proposal to increase the wage ceiling for mandatory coverage under the Employees' Provident Fund Organisation (EPFO) from Rs 15,000 to Rs 25,000 a month. The move is expected to bring more than 51 lakh additional employees under mandatory EPFO coverage, expanding the social security net for workers, according to the Ministry of Labour & Employment. The EPFO wage limit had remained unchanged between 2004 and 2014. It was raised to Rs 15,000 in September 2014.

The latest decision follows the same approach of periodically updating the ceiling, with the new Rs 25,000 limit intended to account for wage growth, higher incomes and the expansion of formal employment over the years.

Under the existing threshold, employees joining a job at a wage above Rs 15,000 a month are not automatically brought under the EPF framework. As a result, they can remain outside the mandatory provident fund, pension and related insurance coverage. Raising the limit to Rs 25,000 will bring a sizeable number of employees earning between Rs 15,000 and Rs 25,000 within the statutory social security system.

The higher ceiling will widen access to provident fund savings, pension benefits under the Employees' Pension Scheme (EPS) and insurance protection through the Employees' Deposit Linked Insurance Scheme (EDLI), subject to the applicable scheme provisions.



It will also bring the statutory contribution and pensionable-wage framework closer to prevailing salary levels. Since the last revision in September 2014, wages and incomes have continued to rise, alongside an expansion in formal employment. Minimum wages in several States and occupations have also moved closer to the existing Rs 15,000 threshold.

The increase to Rs 25,000 therefore updates the EPFO wage ceiling to reflect these changes and brings a larger section of the workforce within the formal social security framework. The move is expected to support the formalisation of employment, improve worker retention and strengthen long-term retirement security. Bringing more employees into the statutory social security system automatically reinforces the link between formal employment and access to portable, assured social security benefits. For employers, broader coverage could also contribute to workforce stability, employee morale and retention, while helping build a more secure workforce for the future. The proposal was considered through detailed inter-ministerial consultations and received the recommendation of the Expenditure Finance Committee at its meeting on 16 June 2026.

The government's annual expenditure under the revised arrangement is estimated at about Rs 11,339 crore, compared with existing annual budgetary support of about Rs 10,250 crore. Over five years, the estimated expenditure is approximately Rs 56,696 crore. According to the latest EPFO data, around 7.98 crore members are contributing through about 7.68 lakh contributing establishments. The EPS provides pension benefits to around 82 lakh pensioners, while EDLI offers insurance protection linked to EPF membership.

Source - Times Of India



EPF, EPS, EDLI explained: On Rs 25,000 basic, how much do you and your employer pay?

Employees receiving wages up to Rs 25,000 per month will now be mandatory to enroll in the EPF, EPS, and EDLI schemes, and both employers and employees will contribute to wages up to Rs 25,000.

For an existing employee, the employer should calculate the EPF contribution separately for the two periods. For the period up to September 16, 2026, the contribution will be calculated based on the earlier wage ceiling of Rs 15,000 per month.

From September 17, 2026, the employer will calculate the contribution based on the revised wage ceiling of Rs 25,000 per month.

If an existing employee is already an EPF member but was excluded from the Employees' Pension Scheme (EPS), and their wages fall between Rs 15,000 and Rs 25,000 per month, the employer must enrol the employee as an EPS member with effect from September 17, 2026. Accordingly, the employer's EPS contribution for such an employee will begin from September 17, 2026.

With the EPF wage ceiling now revised, the calculation of how much contribution goes towards EDLI, EPF and EPS becomes even more important for the members to understand.

Rs 25,000 PF wage: How much goes to EPF, EPS and EDLI?

For an employee whose applicable PF wages are Rs 25,000, the employee's contribution to EPF is 12%, or Rs 3,000 a month. The employer also contributes 12%, or Rs 3,000.

Of the employer's contribution, 8.33%, or about Rs 2,083, goes towards the Employees' Pension Scheme (EPS), while the remaining 3.67%, or about Rs 917, goes into EPF.

The employer also contributes 0.5% of the PF wages towards the Employees' Deposit Linked Insurance Scheme (EDLI). At Rs 25,000, this amounts to Rs 125 a month.

The employee does not contribute towards EDLI. An EPF administrative charge is also payable by the employer.

At 0.5% of Rs 25,000, this amounts to Rs 125 for illustration purposes. This is an establishment-level statutory charge and is not deducted from the employee's salary.

Therefore, about Rs 3,917 is credited to the employee's EPF account each month, while about Rs 2,083 goes towards EPS. The EDLI contribution provides insurance cover and does not form part of the employee's EPF balance.

A monthly EPS pension generally requires at least 10 years of eligible pensionable service. The actual pension payable depends on the member's pensionable service, pensionable salary and other applicable EPS provisions. The EDLI benefit is separate from both EPF savings and EPS pension. The current maximum EDLI assurance benefit remains Rs 7 lakh.

If an employee dies while in service and the applicable conditions under the EDLI Scheme are met, the nominee or eligible family members can receive an assurance benefit. The maximum benefit under the scheme is currently capped at Rs 7 lakh.

The EDLI fund is subject to actuarial assessment, which can inform future changes to contribution rates or benefits. Any increase in the maximum assurance benefit would require the relevant statutory or regulatory change. Separately, eligible family members of an EPS member may receive survivor pension benefits.

These can include a widow or widower pension and children's pension, subject to the conditions prescribed under the EPS.

What common mistakes do employees make when checking their salary slips or EPFO passbook?

One of the most common mistakes is assuming that the employer's 12% contribution is entirely credited to the employee's EPF account. It is not. At PF wages of Rs 25,000, the employee contributes Rs 3,000 to EPF. The employer contributes another Rs 3,000, but this is divided between EPF and EPS:

- About Rs 917 goes to EPF.
- About Rs 2,083 goes to EPS.

As a result, the employer's EPF contribution may appear smaller than the employee's contribution on the passbook. This does not mean that a contribution is missing. The balance has been allocated between EPF and EPS as prescribed.

Employees also sometimes calculate PF contributions on their gross salary or cost to the company. PF contributions are instead determined using the applicable PF wage and the statutory rules.

The revised Rs 25,000 ceiling does not mean that PF is automatically calculated on an employee's entire gross salary. Another common misconception is treating the EPS contribution as part of the employee's withdrawable EPF balance.

The employer's EPS contribution is directed towards the pension fund and serves a different purpose from the employee's EPF accumulation.

Finally, an employee should not rely only on the salary slip to confirm that a contribution has reached EPFO. The salary slip shows the amount deducted from salary, while the EPFO passbook can be checked to confirm the contribution credited to the member's account.

Employers are required to remit monthly contributions within the prescribed timeline, generally by the 15th of the following month. If a contribution deducted from salary does not appear in the EPFO records after the applicable processing period, the employee can raise a grievance through EPFO's grievance mechanism.

Source - Financial Express



Don't cut salaries: Ministry sends a missive to companies after new ₹25,000 EPF wage ceiling

The labour and employment ministry has directed employers to ensure employees' statutory wages are not reduced after implementation of the higher wage ceiling of ₹25,000 under the Employees' Provident Fund Organisation (EPFO).

The move is aimed at allaying apprehensions that the employers' share under the enhanced wage ceiling might be adjusted from the employees' cost to company.

The government raised the wage ceiling under the EPFO to ₹25,000 from ₹15,000 on September 17 to bring more than 10 million additional workers under mandatory coverage and further drive workforce formalisation.

The ministry suggested that employers view their share of the social security contributions as a way to promote robust human resource practice, increasing employee satisfaction and retention.

"The employer's statutory contribution cannot simply be treated as an employee deduction merely by describing it as part of cost-to-company (CTC)," it said, adding that employers should ensure that statutory employer contributions are made correctly and that the employees' statutory wages are not reduced contrary to applicable law.



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On the apprehension of decrease in take-home salary, the ministry clarified that any increase in employees' share of EPF due to an increase in the wage ceiling earns consistently better interest, comes with tax benefits, and builds towards a guaranteed pension and free insurance coverage, a small trade-off for lifelong security.

The ministry directed employers to start reviewing the affected employees and not wait for the next payroll cycle. "The immediate priority should be to identify, calculate, enrol, report, remit and reconcile," it said. It also clarified that all eligible workers with salaries above ₹15,000 but below ₹25,000 will be required to become a member of the Employees' Pension Scheme (EPS). The mandatory 12% of employee contribution will go entirely to the EPF while the employers' contribution of 12% will be split into 8.33% that goes towards EPS and the balance towards EPF.

Source - Economic Times

AITUC calls for periodic revision of wage ceiling under EPFO

The All India Trade Union Congress (AITUC) has called for a regular and automatic mechanism for periodic revision of the wage ceiling under the Employees' Provident Fund Organisation while demanding the wage ceiling to be fixed at Rs 30,000 per month to keep pace with increase in workers' earnings.

The union cabinet recently approved the hike in the wage ceiling under EPFO to Rs 25,000 per month from the existing Rs 15,000, after 12 years of the last revision in 2014.

"The wage ceiling of Rs 25,000 is not an adequate ceiling. Any social security must keep pace with the workers' earnings and must evolve in consonance with the minimum wages, actual wages, inflation and cost of living," it said in a statement issued recently, demanding that the ceiling may be raised to Rs 30,000 in order to include deserving sections of employees.

Expressing concerns on the anticipated dip in take home salary for workers, AITUC said the benefit of expansion of social security should not be at the cost of reduced monthly pay packet.

"The employer's statutory EPFO contribution must be paid over and above the employee's cost-to-company (CTC) and should not be deducted from or adjusted against the employee's agreed and existing wages," it added.

AITUC also said the government should ensure effective enforcement of employers' statutory contributions so that workers get benefits of provident fund, pension and insurance protection under EPFO.

Source - Economic Times



Economy strong on domestic demand, improved labour market: Shaktikanta Das

The Indian economy continues to demonstrate strength amidst the geopolitical challenges, supported by robust domestic demand, sustained industrial and services sector activity, and improving labour market conditions, Shaktikanta Das, principal secretary-2 to the prime minister and former Reserve Bank of India (RBI) governor, said on Tuesday.

The 7.8% GDP growth in the April-June quarter reflects this strength of the Indian economy, Das said. The country has also undertaken several reforms over the last few years, which has supported growth, but more needs to be done in areas of space technology and nuclear energy, Das said at the launch of the India Emerging Economic Order Forum by the Delhi School of Economics and Research and Information System for Developing Countries.

Importantly, India needs to reduce import dependence on oil and gas, Das said. To cut dependence on energy imports, the government has already launched Samudra Mantan, a national offshore exploration of deep waters, Das said.

"High frequency indicators, such as GST collections, electricity generation, rail freight movement, wholesale and retail vehicle sales, and similar other trends point to broad-based economic momentum," Das said.

"On the external front, India's economy remains stable despite global uncertainties and geopolitical tensions," the former RBI governor said. The implementation of the recent trade agreements is expected to enhance India's export opportunities through greater market access, Das added.

In the five-year period ended 2025-26, India recorded an average annual real GDP growth of 7.9%, reflecting economic resilience and resurgence, Das said.

India's recent reforms can also serve as important lessons for the global south, Das said. "India has emerged as a trusted partner for the countries of the global south, drawing legitimacy from its long-standing respect for sovereignty, strategic autonomy and peaceful coexistence," Das said.

"Though through partnerships, capacity building, initiatives, concessional financing, and outward foreign direct investment, India has sought to promote mutually beneficial growth rather than extractive engagement," he said.

The former RBI governor said that there are five key areas where economies in the global south need to pay attention: food security, trade diversification and deepening participation in global supply chains, energy transition, maintaining macroeconomic stability, and creating jobs and economic opportunities.

"The recent conflict in the Middle East has underscored the vulnerability of the global south economies to energy shocks, with energy importing countries bearing the brunt of higher fiscal pressures and strained foreign exchange reserves. The lesson is clear: diversification of the energy mix can reduce vulnerability and strengthen domestic resilience," Das said.

These challenges can be addressed only through collective action, Das said. "While individual countries often have limited influence in international economic negotiations, their collective voice can constitute a powerful force in shaping global economic outcomes," he added.

Source – Financial Express



Karnataka HC stays circulars stalling government notification on minimum wages

The High Court stayed circulars issued by some state government departments, keeping in abeyance a state government notification dated May 22, 2026, revising the minimum wages for outsourced, daily-wage and contract employees.

Justice HT Narendra Prasad passed the interim order, staying the circulars dated July 29, 2026 and August 10, 2026, allegedly issued on the 'verbal instructions' of the finance department, till the next date of hearing, and issued a notice to the state government.

The order followed the hearing of a batch of petitions filed by the All-India Trade Union Congress, Karnataka Rajya Sarkari Khayamayetharara Noukarara Okkuta and Others and All-India Central Council of Trade Unions and others, challenging the circulars issued by the principal director of Karnataka State Audit and Accounts Department, director of municipal administration and other departments.

The government issued a notification dated May 22, 2026 under Section 5(1)(a) and 5(1)(b) of the Minimum Wages Act, 1948, revising the minimum wages in respect of 83 scheduled employments in the state. But the circulars kept it in abeyance for outsourced, daily-wage and contract employees.

The petitioners submitted that the notification has been implemented and one month's salary has already been paid to employees. But after that, the principal director of Karnataka State Audit and Accounts Department, the director of Municipal Administration and other departments issued the circulars. After that, salaries have not been paid as per the notification issued on minimum wages.

Source – The New Indian Express

EPF Scheme 2026 allows temporary PF contribution cuts for 3 months during a crisis; what employees should know

Employees could see temporary relief from provident fund deductions if India faces a major crisis, under a provision in the new Employees' Provident Fund Scheme, 2026. The provision allows the Central Government to defer or reduce the employee's contribution, the employer's contribution, or both, for up to three months at a time.

However, this is not an option employees can exercise on their own. The relief would require a government order and can be applied to the whole country or a particular part of it.

For most employees, EPF is a long-term retirement savings vehicle. Therefore, while a temporary reduction could provide additional cash in hand during a crisis, it could also mean a smaller amount accumulating in the PF account.

When can the government reduce EPF contributions?

The EPF Scheme, 2026 provides the Central Government with the power to defer or reduce contributions in the event of a pandemic, endemic or national disaster.

The provision covers the employee's contribution, the employer's contribution, or both. The government can also decide whether the measure should apply across India or only to a particular area.

The relief is limited to up to three months at a time. This means the provision does not permanently change the contribution rate or give employees a continuing right to contribute less.

Under the normal EPF structure, both the employee and employer contribute 12% of the relevant wages, subject to the applicable rules. EPFO's official material also states that the employee's entire contribution goes into EPF, while the employer's contribution is divided between EPF, EPS and EDLI as applicable.

Higher take-home pay could come at the cost of retirement savings

If the government reduces the employee's EPF contribution during a crisis, the immediate effect would be lower deductions from salary. That could provide some cash-flow relief to households dealing with an economic disruption.

But the amount not contributed to EPF would also not form part of the retirement corpus for that period.

For example, if an employee normally contributes ₹3,000 a month and a government order temporarily reduces that contribution, the employee would retain more money in the salary account. At the same time, the PF account would receive less during the period covered by the order.

The impact on the eventual retirement corpus would depend on the size and duration of the reduction and the time remaining until retirement. A contribution missed early in a person's career has a longer period over which it could otherwise have earned interest and compounded.

The same consideration applies if the government reduces the employer's contribution. In that case, the amount flowing into the employee's retirement savings would fall even though the employee's take-home salary may not change by the same amount. EPFO's existing framework highlights the long-term nature of these contributions. Its official material says EPF contributions are based on wages paid during the month and that contributions from both the employee and employer form part of the social-security system.

This is not a permanent change to EPF rules. For employees, the most important point is that the three-month provision should not be read as an across-the-board reduction in EPF contributions.

The government would first need to invoke the provision in response to a specified crisis. It can also limit the measure geographically. Once the specified period ends, the normal contribution framework would apply unless another government order provides otherwise.

India has used temporary EPF contribution relief during an earlier crisis. During the Covid-19 pandemic in 2020, the statutory contribution rate was temporarily reduced from 12% to 10% for certain establishments. That measure was intended to provide short-term cash-flow relief during an exceptional economic disruption.

The 2026 provision therefore gives the government a mechanism to respond similarly in a future pandemic, endemic or national disaster.

For employees, the trade-off is straightforward. A temporary reduction in EPF contributions could provide more money in hand when it is most needed, but it would also reduce the amount being accumulated for retirement during that period.

Source - LiveMint



10 months of new labour codes: What has changed for employees and employers?

The four codes—the Code on Wages, Industrial Relations Code, Code on Social Security, and Occupational Safety, Health and Working Conditions Code—came into force together on November 21, 2025. Their stated objectives include simplifying compliance, harmonising definitions, expanding social protection, encouraging formal employment and increasing digitisation.

What has changed for employers?

One of the biggest changes is the simplified compliance architecture. The report says the number of rules has come down from 1,436 under the repealed laws to 351 under the codes.

Returns have been reduced from 31 to a single consolidated return, forms from 181 to 73 and registers from 84 to eight. The framework also provides for a single registration and single licence.

The common definition of “wages” has emerged as another major implementation issue. The codes provide for 11 specified exclusions, but these cannot collectively exceed 50% of total remuneration. Any amount above the threshold is added back to wages. The change has implications for provident fund contributions, gratuity, bonus, overtime and other statutory calculations.

Employers are also reassessing how they classify workers. The report says classification should be based primarily on actual and predominant duties, decision-making authority and supervisory responsibilities rather than designation, grade or salary alone.

What has changed for employees?

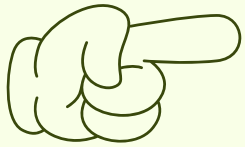
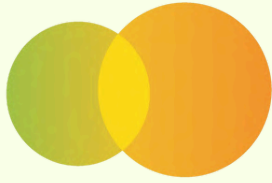
Workers get clearer statutory provisions on overtime, leave and weekly rest. Overtime is payable at twice the rate of wages when prescribed working hours are exceeded, subject to applicable conditions and worker consent. Eligible workers are also entitled to one day of leave for every 20 days worked, with carry-forward provisions.

The codes also expand the social-security framework to newer forms of employment. Fixed-term employees receive the same wages and benefits as comparable permanent employees performing similar work, while fixed-term employees qualify for gratuity after one year of service. Gig and platform workers are brought into a structured social-security framework, with aggregators required to register such workers through prescribed mechanisms.

Another significant change concerns separation. Wages due in specified cases such as resignation, dismissal, removal and retrenchment must be paid within two working days, requiring companies to overhaul their full-and-final settlement processes.

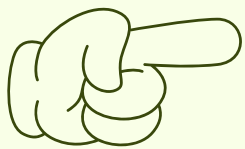
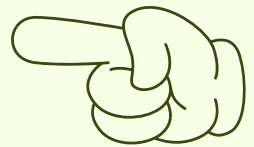
The report says the next phase will be less about interpreting the law and more about embedding the requirements into payroll, technology, governance and workplace processes.

Source - Business Today



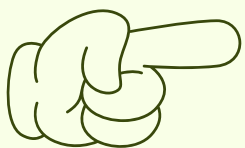
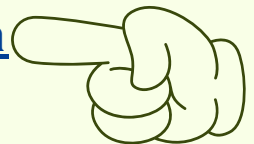
[The Central Government amends the Employees' Pension Scheme, 2026](#)

[EPF Wage Ceiling Increase – ₹15,000 to ₹25,000 – Advisory Note](#)



[Compliance Handbook on Labour Codes – Ministry of Labour & Employment](#)

[Summary of EPF Wage Ceiling Revision and Action Plan](#)



[Minimum wage Updates](#)





Streamline Compliance & Risk

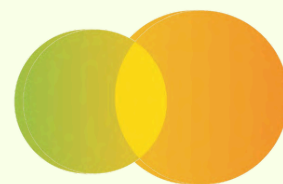
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