

वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद
अनुसंधान भवन, 2, रफी मार्ग, नई दिल्ली-110001

सं. : 5-1(17)/2008-पीडी

दिनांक : 26.10.2026

कार्यालय ज्ञापन

विषय: ईपीएफओ (EPFO) के अंतर्गत अनिवार्य कवरेज हेतु वैधानिक वेतन सीमा ₹15,000 से बढ़ाकर ₹25,000 प्रति माह किए जाने के संबंध में।

अधोहस्ताक्षरी को यह कहने का निदेश हुआ है कि सक्षम प्राधिकारी ने सचिव, श्रम और रोजगार मंत्रालय, भारत सरकार द्वारा उपरोक्त विषय पर जारी दिनांक 24 सितम्बर, 2026 के अर्धशासकीय पत्र सं. P&P/109/01/2026/Wageceiling को सभी सीएसआईआर प्रयोगशालाओं/संस्थानों/इकाइयों को सूचना, मार्गदर्शन और अनुपालन के लिए अग्रेषित करने की स्वीकृति प्रदान की है।



अमरेन्द्र कुमार

अवर सचिव (नीति प्रभाग)

संलग्न/ : यथोपरि

प्रतिलिपि :

1. सी.एस.आई.आर. की सभी राष्ट्रीय प्रयोगशालाओं/संस्थानों/मुख्यालय/एककों के निदेशक/प्रधान
2. सी.एस.आई.आर. वेबसाइट
3. कार्यालय प्रति

डॉ. चंद्र भूषण कुमार

भारत सरकार के सचिव

DR. CHANDRA BHUSHAN KUMAR

Secretary to Govt. of India



MINISTRY OF LABOUR AND EMPLOYMENT
SHRAM SHAKTI BHAVAN
NEW DELHI - 110001

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D.O. No. P&P/109/01/2026/Wageceiling

September 24, 2026

Dear Ma'am/Sir,

The Union Cabinet has approved the enhancement of the statutory wage ceiling for mandatory coverage under the Employees' Provident Fund Organisation (EPFO) from ₹15,000 to ₹25,000 per month. This critical reform updates a threshold, which was last fixed in September 2014, and aligns the social security framework with India's sustained economic growth and the vision of Viksit Bharat@2047.

2. By raising the wage ceiling, more than 51 lakh additional workers across the country are expected to be brought under the ambit of mandatory social security. Employees in the ₹15,000-₹25,000 wage band will transition from optional coverage to guaranteed statutory protection, providing them access to provident fund savings, pension eligibility under the Employees' Pension Scheme (EPS), and life insurance through the Employees' Deposit Linked Insurance Scheme (EDLI). This enhancement was also necessary as the statutory minimum wage for unskilled workers in several States and Union Territories is presently above ₹15,000.

3. Central Government Ministries/Departments have pivotal role in ensuring effective implementation of this reform and in leading by example in matters of labour welfare and social security. I would, therefore, request you to issue suitable directions to all Central Public Sector Enterprises, statutory and autonomous bodies, attached and subordinate offices and other organisations under the administrative control of your Ministry/Department to ensure strict compliance with the revised provisions.

4. Further, directions may also be issued to all contractors, outsourcing agencies engaged by your Ministry/Department to immediately extend EPFO coverage to all eligible personnel under the revised wage ceiling.

5. To support establishments during this transition and offset the additional financial implications of higher employer contributions, the Government of India has operationalised the Pradhan Mantri Viksit Bharat Rozgar Yojana (PMVBRY). The Scheme provides financial incentives for generation of additional employment, including an incentive of up to ₹3,000 per month per additional employee to eligible employers, besides providing direct incentives to newly employed youth entering the formal workforce. Nearly ₹2,850 crore has already been disbursed to beneficiaries under the Scheme. The Scheme can, therefore, help establishments mitigate the additional cost associated with the enhanced EPFO wage ceiling while promoting formal employment.

Contd.../-

6. Ensuring that formal employment is universally accompanied by assured, portable social security, being a shared national priority, I seek your continued leadership in institutionalizing this reform to secure the long-term welfare and financial stability of the workforce.

with kind regards,



Yours sincerely,

(Chandra Bhushan Kumar)

Secretaries to the Government of India