GATEWAY TO GLOBAL AGING DATA

g2aging.org

Gateway Policy Explorer: Retirement Series

India

Public Own Old-Age Benefit Plan Details

1992-2025

Authors
Rachel Lobo
David Knapp
Alejandra Tantamango

Contributors
Ajay Mahal
Jinkook Lee
Maciej Lis†
Qinyi Ouyang
Drystan Phillips
Kanghong Shao

Version: 1.0 (January 2025)

This project is funded by the National Institutes of Health, National Institute of Aging, R01 AG030153.

Please cite as "Gateway to Global Aging Data (2025). *Gateway Policy Explorer: India, Public Own Old-Age Benefit Plan Details, 1992-2025*, Version: 1.0 (January 2025), University of Southern California, Los Angeles. https://doi.org/10.25553/gpe.ret.oa.ind"

Preface

This document is intended for researchers who want to understand the evolution of policy or the policy in place at a particular point in time. This document is not intended for financial advice or to aid in decision-making. The authors have made significant effort to identify and collect historical information pertaining to these policies, to accurately represent these policies, and to communicate how policies may interact to determine legal requirements, eligibility for benefits, and/or benefits levels. The policies presented in this document focus on rules applicable to most individuals aged 50 and older from 1992. Many systems include special policies or alternative eligibility rules for specific groups. We encourage all users to complete their own review of literature in this area depending on the research questions they have in mind.

If you have feedback or questions or identify an error, please contact policy@g2aging.org.

Background — *Gateway Policy Explorer: Retirement Series*

The *Gateway Policy Explorer* (http://g2aging.org/policy-explorer) is part of the Gateway to Global Aging Data (http://g2aging.org) project. The *Retirement Series* captures historical policy that affects the birth cohorts of respondents in the surveys covered by the Gateway. It was motivated by the rapid evolution of policies affecting older people across the world. As the Health and Retirement Study (HRS) began in 1992 and many of the international network of studies (HRS-INS) cover more than a decade, understanding the policies in place at the time of the survey has become more demanding for researchers.

Why are we tracking past policy? Individuals make choices based on current policies and the outcomes we see today may reflect responses to past policies. When interpreting the survey responses of individuals, an understanding of the policy environment under which those individuals operate is critical. The collection of contextual information in the *Gateway Policy Explorer* aims to support researchers who want to understand or use policy changes in their research and provide context for longitudinal or cross-country differences. Over the period 2023–2026 the *Gateway Policy Explorer* will be expanded to include information on retirement, long-term care, education, and other policies affecting the life cycle.

The key dimensions to the *Gateway Policy Explorer: Retirement Series* are country and time. We prioritize data collection for each country based on its first interview wave and are continuing to expand our data collection back in time to 1992, the earliest survey date in the HRS-INS.

A separate document, like this one, is developed for each country and each broad category of policies covered in the *Gateway Policy Explorer: Retirement Series*.

Author and Contributor Disclaimers

† The opinions expressed here are those of authors and do not necessarily reflect the views of the OECD or of its member countries.

India

Own Old-Age Benefits
Plan details 1992-2025 * †

India provides a public pension system for workers in the formal employment sector. There are currently two pension systems: the Employees' Provident Fund (EPF) and the Employees' Family Pension Scheme (FPS). Benefits from the FPS scheme are earnings-related while EPF is a defined contribution system. Both funds are governed by the Employee Provident Fund Organization. FPS was replaced in 1995 with the Employees' Pension Scheme (EPS). Under the new system, employer contributions are split between the two systems (EPF nd EPS) for individuals who meet the eligibility criteria to participate in both. Participants become eligible for pension benefits contingent on their contribution history and age at retirement.

Key Dates
First law: 1952
Major changes since 1992: 1995, 2014

Contents

* If you have questions or suggestions, please contact policy@g2aging.org.

† Detailed information and definitions are provided in tables, formulas and a glossary at the end of this document. To facilitate switching back and forth, this document is designed with hyperlinks. Most PDF readers have shortcuts that permit a reader to return to the previous location after selecting a hyperlink. In Adobe Acrobat on a PC: "Alt" + "←"; In Adobe Acrobat on a MAC: "command" + "←"; In Preview on a MAC: "command" + "[".

Chapter 1: Policy enacted 1992-1994

Overview

India provides public pension benefits to workers in the formal employment sector. There are two pension systems: the Employees' Provident Fund (EPF) and the Employees' Family Pension Scheme (FPS). The FPS provides a defined benefit while the EPF is a defined contribution system. Both funds are governed by the Employee Provident Fund Organization. Individuals are eligible to participate in both systems. Participants become eligible for pension benefits contingent on their contribution history and age at retirement.

The public pension system in India, which includes both FPS and EPF, only covers workers employed with large firms in the formal sector. Informal workers and the self-employed are not eligible to participate in public pensions. Consequently, only about 12% of Indian workers are covered by public labor market pension funds based on the 2011 census (OECD, 2023).

Various other voluntary pension systems are also provided by the Indian government. The National Pension Scheme (NPS), established in 2004, is mandatory for central government employees, except those in the armed forces, and voluntary for all other Indian citizens. Details of benefits for central government employees, employees of state and local governments, and voluntary systems are not included in this document.

Contributions

This section discusses required contributions to be covered by an old-age benefit system.

Employee contribution rate

Contribution rates vary by pension system.

Employees' Family Pension Scheme (FPS)

1.16%. A contribution of 1.16% of the individual's salary is also made by the government. Contributions are capped at a maximum monthly salary of Rs 5,000 —approximately $59 US Dollars in 2024 (Gazette of India, 1971, Section 9).

Employees' Provident Fund (EPF)

10% of salary for most employees. 8.33% for employees of firms with less than 50 employees and employees of firms operating at significant annual losses (Ministry of Labour and Employment, 2023, Section 6; Gazette of India, 1989).

Employer contribution rate

Contribution rates vary by pension system.

Employee's Family Pension Scheme (FPS)

1.16%. Contributions are capped at a maximum monthly salary of Rs 5,000 — approximately $59 US Dollars in 2024 (Gazette of India, 1971, Section 9).

Employee's Provident Fund (EPF)

10% of monthly salary for most employers. 8.33% for firms with less than 50 employees and firms operating at significant annual losses (Ministry of Labor and Employment, 2023, Section 6; Gazette of India, 1989).

Self-employed contribution rate

Not applicable. Self-employed workers are not eligible to participate in FPS or EPF pensions.

Eligibility

This section discusses requirements for an individual to be eligible to receive an old-age benefit from the covered system(s).

Age requirements to start benefits without penalty

- **Statutory retirement age (SRA)**
  Full eligibility age varies by pension type:
  - Employees' Family Pension Scheme (FPS): Age 60 (Ministry of Labour, 1971, Section 32(1))
  - Employees' Provident Fund (EPF): Age 55 (Ministry of Labour and Employment, 2023, Section 69(a))
- **Does SRA vary by birth year?** Answer: No

- **Does SRA vary by sex?** Answer: No

Contribution requirements to be eligible to receive benefit

Eligibility requirements vary by pension system.

Employees' Family Pension Scheme (FPS)

Individuals are eligible for full benefits if they meet all of the criteria below (Gazette of India, 1971, Section 32)
- Age requirements: Age 60
- Contribution requirements: 1 year

Employees' Provident Fund (EPF)

Individuals are eligible for full EPF benefits if they meet the following criteria (Ministry of Labour and Employment, 2023):
- Age requirements: 55 years
- Contribution Requirements: 1 day

Alternative eligibility requirements that permit starting benefits early but with a penalty
- **Can an individual start benefits before SRA?** Answer: Yes, only for Employees' Provident Fund (EPF)
- **Earliest eligibility**

  Varies by pension type:
  - Employees' Family Pension Scheme (FPS): Not applicable.
  - Employees' Provident Fund (EPF): Age 54 (Ministry of Labour and Employment, 2023, Section 68-NN)
- **See the subsection *Adjustments for starting benefits before SRA (Early claiming or retirement)* within the *Benefits* section for details on the penalty applied for claiming at earliest eligibility.**

Benefits

This section discusses how benefit payment levels are determined conditional on eligibility to receive benefits.

To receive a benefit, does an individual have to claim it? Answer: Yes

Payment type
- **Payment options (i.e., Annuity, cash balance, or lump sum)**: Varies by pension type:
  - Employees' Family Pension Scheme (FPS): Annuitable
  - Employees' Provident Fund (EPF): Lump Sum
- **Is there a lump-sum payment option**: Yes
- **Qualifications for lump sum payment**: Varies by pension type —
  - Employees' Family Pension Scheme (FPS): Lump sum refunds are issued to workers who terminate their membership in the Family Pension Fund with less than one year of contribution (Gazette of India, 1971, Section 32(2); Ministry of Labour, 2001, Section 14).
  - Employees' Provident Fund (EPF): Lump sum refunds of up to 90% of the value of the account are available to individuals at the age of 54 or up to one year before retirement, whichever is later (Ministry of Labor and Employment, 2023, Section 68-NN).

Factors effecting computation of benefit entitlement
- **Does the formula for computing benefit entitlement differ by birth year?** Answer: No
- **Is the formula for computing benefit entitlement progressive?** Answer: No
- **Does the benefit entitlement depend on the individual's own contribution/work history?** Answer: Yes
- **Does the benefit entitlement depend on national income?** Answer: No
- **Does an individual receive credits for military service (above any credits normally received for employment)?** Answer: No
- **Does an individual receive credits for number of children?** Answer: No
- **Does an individual receive credits for unemployment?** Answer: No
- **Are future benefit entitlements adjusted for cost of living?** Answer: No
- **If so, what measure is used for adjustment?**

  None

Benefit formula for claiming at SRA

Benefit formula varies by pension type.

Employees' Family Pension Scheme (FPS)

FPS benefits are computed based on the full years of contributions paid by the individual at the age of 60 (Gazette of India, 1971, Section 31(1)). See Table 1 for these benefit amounts.

Employees' Provident Fund (EPF)

EPF benefits are granted as a lump sum. This lump sum is accumulated as contributions made to the EPF fund and interest earned based on the fixed provident fund interest rate that is posted by the Ministry of Labor annually. For the 2022-2023 fiscal year, this interest rate was 8.15%. For provident fund interest rates from 1992 - 2024, see Table 2.

Adjustments for starting benefits before SRA (Early claiming or retirement)

- **Are benefits reduced for starting benefits before SRA?** Answer: Yes, only for Employees' Provident Fund (EPF)
- **Is so, what is the earliest eligibility?**
  Varies by pension type:
  - Employees' Family Pension Scheme (FPS): Not applicable.
  - Employees' Provident Fund (EPF): Age 54 (Ministry of Labour and Employment, 2023, Section 68-NN)
- **Adjustment formula**
  Varies by pension type:
  - Employee's Family Pension Scheme (FPS): Not applicable.
  - Employees' Provident Fund (EPF) benefits are reduced by 10% of accumulated value when claimed one year before SRA (Ministry of Labour and Employment, 2023, Section 68-NN).

Adjustments for starting benefits after SRA (Delayed claiming or retirement)

- **Are benefits increased for starting benefits after SRA?** Answer: No

Adjustments for starting benefits and continuing to work (Earnings Test)

- **Are benefits reduced or eliminated while working?** Answer: Yes
- **Adjustment formula**
  Pension benefits cannot be claimed while actively working.
- **If benefits are reduced while working, does it effect future benefits?** Answer: No.

Chapter 2: Policy enacted 1995-2014

Policy change in 1995

The Employees' Pension Scheme of 1995 (EPS 95, Ministry of Labour 1995) introduced the following changes to the Indian pension system:

- Established the Employees' Pension Scheme (EPS), an earnings-related pension scheme that replaced the Employees' Family Pension Scheme
- Introduced the option of opting out of membership of Employees' Pension Scheme (EPS) with the employer contributions to EPS being diverted to the insured individual's Employees' Provident Fund (EPF) account.

Other policy reforms during this period:

- Act 10 of 1998 (Parliament of India, 1998), effective September 22, 1997, increased the total monthly employer contribution rate across both systems from 10% to 12%.
- GSR 326(E) of 2001 (Ministry of Labour, 2001), effective June 1, 2001, increased the wage ceiling for EPS pension contributions from Rs 5,000 to Rs 6,500.
- Pen.4(38)/96/WB/59867 of 2004 (Ministry of Labour, 2004), effective April 22, 2004, ended the option for employees to make additional contributions to EPS above the wage ceiling.
- GSR 688(E) of 2008 (Ministry of Labour, 2008), effective September 26, 2008, increased the EPS early claiming penalty from 3% to 4% and ended the choice to commute benefits for higher capital returns.

Overview

India provides public pension benefits to workers in the formal employment sector. There are two pension systems: the Employees' Provident Fund (EPF) and the Employees' Pension Scheme (EPS). The EPS provides a defined benefit while the EPF is a defined contribution system. Both funds are governed by the Employee Provident Fund Organization. Workers can join EPS and retain their membership if they are employed by an eligible firm and are below the age of 58. If an individual begins to work at the age of 58, or continues working at this age, they are no longer eligible for EPS benefits and their EPS contribution is diverted into their EPF account (Employees' Provident Fund Organization, Government of India, 2024a). For individuals who meet the eligibility criteria to participate in more than one system, employer contributions are split between the two. Participants become eligible for pension benefits contingent on their contribution history and age at retirement.

The public pension system in India, which includes both EPS and EPF, only covers workers employed with large firms in the formal sector. Informal workers and the self-employed are not eligible to participate in public pensions. Consequently, only about 12% of Indian workers are covered by public labor market pension funds based on the 2011 census (OECD, 2023).

Various other voluntary pension systems are also provided by the Indian government. The National Pension Scheme (NPS), established in 2004, is mandatory for central government employees, except those in the armed forces, and voluntary for all other Indian citizens. Details of benefits for central government employees, employees of state and local governments, and voluntary systems are not included in this document.

Contributions

This section discusses required contributions to be covered by an old-age benefit system.

Employee contribution rate

Contribution rates vary by pension system.

Employee Pension Scheme (EPS)

None. A contribution of 1.16% of the individual's salary is made by the government. Contributions are capped at a maximum monthly salary basis of Rs 5,000 (approximately $59 US Dollars in 2024) before 2001 and Rs 6,500 (approximately $78 US Dollars in 2024) from 2001. Until 2004, employees may contribute in excess of the wage ceiling, and their higher contributions are considered when calculating pensionable salary, but government contributions will not be made in excess of the wage ceiling (Ministry of Labour, 2001, Section 3; Gazette of India, 2001).

Employees' Provident Fund (EPF)

- 1995-April 1997: 10% of salary for most employees. 8.33% for employees of firms with less than 50 employees and employees of firms operating at significant annual losses (Ministry of Labor and Employment, 2023, Section 6; Gazette of India, 1989).
- May 1997-1998: 10% of salary for most employees. 8.33% for employees of firms with less than 20 employees, employees working in certain manufacturing industries (e.g., coir, guar gum, beedi, brick and jute industries), and employees of firms operating at significant annual losses (Gazette of India, 1997, Schedule 2(iv), 1997).
- From 1998: 12% of salary for most employees. 10% for employees of firms with less than 20 employees, employees working in certain manufacturing industries (coir, guar gum, beedi, brick and jute industries), and employees of firms operating at significant annual losses (Ministry of Labor and Employment, 2023, Section 6).

Employer contribution rate

From 1995-1997, most employers contribute a total of 10% of each employee's wages to pension funds. These contributions are distributed between the two pension funds.

Employee Pension Scheme (EPS)

8.33% (Ministry of Labour, 2001, Section 3). Contributions are capped at a maximum monthly salary basis of Rs 5,000 (approximately $59 US Dollars in 2024) before 2001 and Rs 6,500 (approximately $78 US Dollars in 2024) from 2001 (Ministry of Labour, 2001, Section 3; Gazette of India, 2001).

Employee's Provident Fund (EPF)

1.67%. Contributions are capped at a maximum monthly salary of RS 15,000 (approximately $179 US Dollars in 2024) (Employee Provident Fund Organization, 2024b).

From 1998, most employers contribute a total of 12% of each employee's monthly wages to pension funds. These contributions are distributed between the two pension funds.

Employee Pension Scheme (EPS)

8.33% (Ministry of Labour, 2001, Section 3). Contributions are capped at a maximum monthly salary basis of Rs 5,000 (approximately $59 US Dollars in 2024) before 2001 and Rs 6,500 (approximately $78 US Dollars in 2024) from 2001 (Ministry of Labour, 2001, Section 3; Gazette of India, 2001).

Employee's Provident Fund (EPF)

3.67%. Contributions are capped at a maximum monthly salary of RS 15,000 (approximately $179 US Dollars in 2024) (Employee Provident Fund Organization, 2024b).

For employees who opt out of membership of EPS, the employer contributions from that scheme are diverted to their EPF account. For example, if an employee of a large firm elects not to participate in EPS, the employer contribution to their EPF account is 12%.

Self-employed contribution rate

Not applicable. Self-employed workers are not eligible to participate in EPS or EPF pensions (Ministry of Labour, 2001, Section 6).

Eligibility

This section discusses requirements for an individual to be eligible to receive an old-age benefit from the covered system(s).

Age requirements to start benefits without penalty

- **Statutory retirement age (SRA)**
  Full eligibility age varies by pension type:
  - Employees' Pension Scheme (EPS): Age 58 (Ministry of Labour, 2001, Section 12(1a))
  - Employees' Provident Fund (EPF): Age 55 (Ministry of Labour and Employment, 2023, Section 69(a))
- **Does SRA vary by birth year?** Answer: No
- **Does SRA vary by sex?** Answer: No

Contribution requirements to be eligible to receive benefit

Eligibility requirements vary by pension system.

Employees' Pension Scheme (EPS)

Individuals are eligible for full benefits if they meet all of the criteria below (Ministry of Labour, 2001, Section 12 (1a))

- Age requirements: Age 58
- Contribution requirements: 10 years

Employees' Provident Fund (EPF)
Individuals are eligible for full EPF benefits if they meet the following criteria (Ministry of Labour and Employment, 2023, Section 69):

- Age requirements: 55 years
- Contribution Requirements: 1 day

Alternative eligibility requirements that permit starting benefits early but with a penalty

- **Can an individual start benefits before SRA?** Answer: Yes
- **Earliest eligibility**
  Varies by pension type:
  - Employees' Pension Scheme (EPS): Age 50 (Ministry of Labour, 2001, Section 12(7))
  - Employees' Provident Fund (EPF): Age 54 (Ministry of Labour and Employment, 2023, Section 68-NN)
- **See the subsection *Adjustments for starting benefits before SRA (Early claiming or retirement)* within the *Benefits* section for details on the penalty applied for claiming at earliest eligibility.**

Benefits

This section discusses how benefit payment levels are determined conditional on eligibility to receive benefits.

To receive a benefit, does an individual have to claim it? Answer: Yes

Payment type

- **Payment options (i.e., Annuity, cash balance, or lump sum)**: Varies by pension type:
  - Employees' Pension Scheme (EPS): Annuitable
  - Employees' Provident Fund (EPF): Lump Sum
- **Is there a lump-sum payment option**: Yes
- **Qualifications for lump sum payment**: Varies by pension type —
  - Employees' Pension Scheme (EPS): Lump sum refunds are issued to workers who cease employment before the age of 58 with no intention to become re-employed in the formal sector, and to individuals who have not attained at least 10 years of contributions by the age of 58. Lump sum refunds are calculated as the individual's pensionable salary multiplied by a revaluation factor given in Table 3 (Ministry of Labour, 2001, Section 14). From June 10, 2008, the maximum salary considered for this calculation is Rs 15,000.

    For members of the ceased Employees' Family Pension Scheme (FPS), lump sum refunds are computed based on contribution history, through the withdrawal benefit given in Table 4 multiplied by the factor given in Table 5.

  - Employees' Provident Fund (EPF): Lump sum refunds of up to 90% of the value of the account are available to individuals at the age of 54 or up to one year before retirement, whichever is later (Ministry of Labour and Employment, 2023, Section 68-NN).

Factors effecting computation of benefit entitlement

- **Does the formula for computing benefit entitlement differ by birth year?** Answer: No
- **Is the formula for computing benefit entitlement progressive?** Answer: No
- **Does the benefit entitlement depend on the individual's own contribution/work history?** Answer: Yes
- **Does the benefit entitlement depend on national income?** Answer: No
- **Does an individual receive credits for military service (above any credits normally received for employment)?** Answer: No
- **Does an individual receive credits for number of children?** Answer: No
- **Does an individual receive credits for unemployment?** Answer: No
- **Are future benefit entitlements adjusted for cost of living?** Answer: No
- **If so, what measure is used for adjustment?**
  None

Benefit formula for claiming at SRA

Benefit formula varies by pension type.

Employees' Pension Scheme (EPS)

EPS benefits are calculated based on the individual's earnings at the time of retirement and their contribution history. An individual's total EPS benefit is their average monthly salary in the 12 months preceding retirement multiplied by their years of contribution and divided by 70. For individuals who have contributed for at least 20 years, a superannuation bonus of two years is added to their years of pensionable service (Ministry of Labour, 2001, Section 10(2)). Additional benefits are granted for past service and contributions made to the Employees' Family Pension Scheme of 1971 (FPS). These benefits are granted based on the average salary at the time of contributing to FPS and the number of years of past service. See Table 6 for a table of these values. Past service pension benefits are granted as the maximum of the individual's past service pension and the minimum past service pension. These pension amounts are multiplied by a factor based on the number of years of past service, see Table 5 for these factors. See Formula 1 for how this applies.

The salary used for EPS pension benefit calculation is subject to a wage ceiling. See Table 7 for details.

Employees' Provident Fund (EPF)

EPF benefits are granted as a lump sum that individuals draw down from. This lump sum is accumulated as contributions made to the EPF fund and interest earned based on the fixed provident fund interest rate that is posted by the Ministry of Labor annually (Ministry of Labour and Employment, 2023, Section 72). For the 2022-2023 fiscal year, this interest rate was 8.15%. For provident fund interest rates from 1992 - 2024, see Table 2.

Adjustments for starting benefits before SRA (Early claiming or retirement)

- **Are benefits reduced for starting benefits before SRA?** Answer: Yes
- **Is so, what is the earliest eligibility?**
  Varies by pension type:
  - Employees' Pension Scheme (EPS): Age 50 (Ministry of Labour, 2001, Section 12(7))
  - Employees' Provident Fund (EPF): Age 54 (Ministry of Labour and Employment, 2023, Section 68-NN)
- **Adjustment formula**
  Varies by pension type:
  - Employees' Pension Scheme (EPS) benefits are reduced by 3% per year before SRA. From September 26, 2008, EPS benefits are reduced by 4% for each year of early claiming (Ministry of Labour, 2001, Section 12(7)).
  - Employees' Provident Fund (EPF) benefits are reduced by 10% of accumulated value when claimed one year before SRA (Ministry of Labour and Employment, 2023, Section 68-NN).

Adjustments for starting benefits after SRA (Delayed claiming or retirement)

- **Are benefits increased for starting benefits after SRA?** Answer: No

Adjustments for starting benefits and continuing to work (Earnings Test)

- **Are benefits reduced or eliminated while working?** Answer: No

Chapter 3: Policy enacted 2015-2025

Policy change in 2015

The Employees' Pension Scheme of 1995 was substantially amended in G.S.R 608(E) of 2014 (Ministry of Labour, 2014), and effective September 1, 2014, the following changes were made to the program:

- Increased the wage ceiling for EPS pension from Rs 6,500 (approximately $78 US Dollars in 2024) per month to Rs 15,000 (approximately $170 US Dollars in 2024) per month.
- Introduced a means test for EPS pension membership, preventing new members with a monthly salary of over Rs 15,000 from joining EPS.
- Introduced a minimum pension of Rs 1,000 (approximately $12 US Dollars in 2024) for EPS pensioners.
- Changed the calculation of pensionable salary from the average wages over the past 12 months to the average wages over the past 60 months.

Other reforms during this policy period:

- GSR440(E) of 2016 (Ministry of Labour, 2016), effective April 25, 2016, established a delayed claiming bonus for EPS pension benefits. A bonus of 4% is applied to a one year delay and a bonus of 8.16% is applied in the case of a delay of up to two years.
- SO 1513(E) of 2020 (Ministry of Labour, 2020b), effective May 18, 2020, reduced the minimum EPF contribution rate from 12% to 10% for all employers for May, June, and July 2020.

Overview

India provides public pension benefits to workers in the formal employment sector. There are two pension systems: the Employees' Provident Fund (EPF) and the Employees' Pension Scheme (EPS). The EPS provides a defined benefit while the EPF is a defined contribution system. Both funds are governed by the Employee Provident Fund Organization. Workers can join EPS and retain their membership if they are employed by an eligible firm and are below the age of 58. If an individual begins to work at the age of 58, or continues working at this age, they are no longer eligible for EPS benefits and their EPS contribution is diverted into their EPF account (Employees' Provident Fund Organization, Government of India, 2024a). For individuals who meet the eligibility criteria to participate in more than one system, employer contributions are split between the two. Participants become eligible for pension benefits contingent on their contribution history and age at retirement.

The public pension system in India, which includes both EPS and EPF, only covers workers employed with large firms in the formal sector. Informal workers and the self-employed are not eligible to participate in public pensions. Consequently, only about 12% of Indian workers are covered by public labor market pension funds based on the 2011 census (OECD, 2023).

Various other voluntary pension systems are also provided by the Indian government. The National Pension Scheme (NPS), established in 2004, is mandatory for central government employees, except those in the armed forces, and voluntary for all other Indian citizens. Details of benefits for central government employees, employees of state and local governments, and voluntary systems are not included in this document.

Contributions

This section discusses required contributions to be covered by an old-age benefit system.

Employee contribution rate

Contribution rates vary by pension system. The distribution of contributions depends on the employee's monthly salary and previous contribution history.

- For employees earning less than Rs15,000 (approximately $179 US Dollars in 2024) per month —
  - Employees' Pension Scheme (EPS): None. The government contributes 1.16% of the individual's monthly salary to their EPS fund (Ministry of Labour, 2001, Section 3(2))
  - Employees' Provident Fund (EPF): 12% of salary for most employees. 10% for employees of firms with less than 20 employees, employees working in certain manufacturing industries (coir, guar gum, beedi, brick and jute industries), and employees of firms operating at significant annual losses (Ministry of Labor and Employment, 2023, Section 6).
- For employees earning greater than Rs 15,000 per month and have previously had an EPS fund —

 - ◇ Employees' Pension Scheme (EPS): 1.16% of salary that exceeds Rs 15,000, if choosing to retain EPS membership (Ministry of Labour, 2001, Section 3(2))
 - ◇ Employees' Provident Fund: 12% of salary for most employees. 10% for employees of firms with less than 20 employees, employees working in certain manufacturing industries (e.g., coir, guar gum, beedi, brick and jute industries), and employees of firms operating at significant annual losses (Ministry of Labor and Employment, 2023, Section 6).
- For employees with earnings greater than Rs 15,000 per month and have not previously had an EPS fund —
  - ◇ Employees' Pension Scheme (EPS): Not applicable. New members with earnings above the wage ceiling are not eligible for EPS membership
  - ◇ Employees' Provident Fund: 12% of salary for most employees. 10% for employees of firms with less than 20 employees, employees working in certain manufacturing industries (coir, guar gum, beedi, brick and jute industries), and employees of firms operating at significant annual losses (Ministry of Labor and Employment, 2023, Section 6).

Employer contribution rate

Most employers contribute a total of 12% of each employee's monthly wages to pension funds. These contributions are distributed between the two pension funds, and distribution of contributions depends on the employee's monthly wage and contribution history (Employees' Provident Fund Organization, 2024b) [1]

- For employees earning less than Rs 15,000 (approximately $179 US Dollars in 2024) per month —
  - ◇ Employees' Pension Scheme (EPS): 8.33%
  - ◇ Employees' Provident Fund (EPF): 3.67%
- For employees earning greater than Rs 15,000 per month and have previously had an EPS fund —
  - ◇ Employees' Pension Scheme (EPS): 8.33% of monthly salary, if choosing to retain EPS membership [3]
  - ◇ Employees' Provident Fund: 3.67% of monthly salary
- For employees with earnings greater than Rs 15,000 per month and have not previously had an EPS fund —
  - ◇ Employees' Pension Scheme (EPS): Not applicable. New members with earnings above the wage ceiling are not eligible for EPS membership
  - ◇ Employees' Provident Fund: 12%

Self-employed contribution rate

Not applicable. Self-employed workers are not eligible to participate in EPS or EPF pensions (Ministry of Labour, 2001, Section 6).

Eligibility

This section discusses requirements for an individual to be eligible to receive an old-age benefit from the covered system(s).

Age requirements to start benefits without penalty

- **Statutory retirement age (SRA)**
  Full eligibility age varies by pension type:
  - ◇ Employees' Pension Scheme (EPS): Age 58 (Ministry of Labour, 2001, Section 12(1a))
  - ◇ Employees' Provident Fund (EPF): Age 55 (Ministry of Labour and Employment, 2023, Section 69(a))
- **Does SRA vary by birth year?** Answer: No
- **Does SRA vary by sex?** Answer: No

Contribution requirements to be eligible to receive benefit

Eligibility requirements vary by pension system.

Employees' Pension Scheme (EPS)

Individuals are eligible for full benefits if they meet all of the criteria below (Ministry of Labour, 2001, Section 12 (1a))
- Age requirements: Age 58
- Contribution requirements: 10 years

Employees' Provident Fund (EPF)

Individuals are eligible for full EPF benefits if they meet the following criteria (Ministry of Labour and Employment, 2023, Section 69):
- Age requirements: 55 years

- Contribution Requirements: 1 day

Alternative eligibility requirements that permit starting benefits early but with a penalty

- **Can an individual start benefits before SRA?** Answer: Yes
- **Earliest eligibility**
  Varies by pension type:
  - Employees' Pension Scheme (EPS): Age 50 (Ministry of Labour, 2001, Section 12(7))
  - Employees' Provident Fund (EPF): Age 54 (Ministry of Labour and Employment, 2023, Section 68-NN)
- **See the subsection *Adjustments for starting benefits before SRA (Early claiming or retirement)* within the *Benefits* section for details on the penalty applied for claiming at earliest eligibility.**

Benefits

This section discusses how benefit payment levels are determined conditional on eligibility to receive benefits.

To receive a benefit, does an individual have to claim it? Answer: Yes

Payment type

- **Payment options (i.e., Annuity, cash balance, or lump sum)**: Varies by pension type:
  - Employees' Pension Scheme (EPS): Annuitable
  - Employees' Provident Fund (EPF): Lump Sum
- **Is there a lump-sum payment option**: Yes
- **Qualifications for lump sum payment**: Varies by pension type —
  - Employees' Pension Scheme (EPS): Lump sum refunds are issued to workers who cease employment before the age of 58 with no intention to become re-employed in the formal sector, and to individuals who have not attained at least 10 years of contributions by the age of 58. Lump sum refunds are calculated as the individual's pensionable salary multiplied by a revaluation factor given in Table 3 (Ministry of Labour, 2001, Section 14). The maximum salary considered for this calculation is Rs 15,000.
  - Employees' Provident Fund (EPF): Lump sum refunds of up to 90% of the value of the account are available to individuals at the age of 54 or up to one year before retirement, whichever is later (Ministry of Labour and Employment, 2023, Section 68-NN).

Factors effecting computation of benefit entitlement

- **Does the formula for computing benefit entitlement differ by birth year?** Answer: No
- **Is the formula for computing benefit entitlement progressive?** Answer: No
- **Does the benefit entitlement depend on the individual's own contribution/work history?** Answer: Yes
- **Does the benefit entitlement depend on national income?** Answer: No
- **Does an individual receive credits for military service (above any credits normally received for employment)?** Answer: No
- **Does an individual receive credits for number of children?** Answer: No
- **Does an individual receive credits for unemployment?** Answer: No
- **Are future benefit entitlements adjusted for cost of living?** Answer: No
- **If so, what measure is used for adjustment?**
  None

Benefit formula for claiming at SRA

Benefit formula varies by pension type.

Employees' Pension Scheme (EPS)

EPS benefits are calculated based on the individual's earnings at the time of retirement and their contribution history. An individual's total EPS benefit is their average monthly salary in the 12 months preceding retirement multiplied by their years of contribution and divided by 70. For individuals who have contributed for at least 20 years, a superannuation bonus of two years is added to their years of pensionable service (Ministry of Labour, 2001, Section 10(2)). See Formula 1 for how this applies.

The salary used for EPS pension benefit calculation is subject to a wage ceiling. See Table 7 for details.

Employees' Provident Fund (EPF)

EPF benefits are granted as a lump sum that individuals draw down from. This lump sum is accumulated as contributions made to the EPF fund and interest earned based on the fixed provident fund interest rate that is posted by the Ministry of Labor annually (Ministry of Labour and Employment, 2023, Section 72). For the 2022-2023 fiscal year, this interest rate was 8.15%. For provident fund interest rates from 1992 - 2024, see Table 2.

Adjustments for starting benefits before SRA (Early claiming or retirement)

- **Are benefits reduced for starting benefits before SRA?** Answer: Yes
- **Is so, what is the earliest eligibility?**
  Varies by pension type:
  - Employees' Pension Scheme (EPS): Age 50 (Ministry of Labour, 2001, Section 12(7))
  - Employees' Provident Fund (EPF): Age 54 (Ministry of Labour and Employment, 2023, Section 68-NN)
- **Adjustment formula**
  Varies by pension type:
  - Employees' Pension Scheme (EPS) benefits are reduced by 4% for each year of early claiming (Ministry of Labour, 2001, Section 12(7)).
  - Employees' Provident Fund (EPF) benefits are reduced by 10% of accumulated value when claimed one year before SRA (Ministry of Labour and Employment, 2023, Section 68-NN).

Adjustments for starting benefits after SRA (Delayed claiming or retirement)

- **Are benefits increased for starting benefits after SRA?** Answer: Yes —Employees' Pension Scheme (EPS) only
- **If so, what is the latest claiming age where benefits are adjusted?** Answer: Varies by pension type:
  - Employees' Pension Scheme (EPS): 60
  - Employees' Provident Fund (EPF): Not applicable
- **Adjustment formula**
  From April 25, 2016, EPS benefits are increased by 4% if claiming is delayed by one year to age 59, and increased by 8.12% if claiming is delayed by two years to age 60 (Ministry of Labor and Employment, 2016).

Adjustments for starting benefits and continuing to work (Earnings Test)

- **Are benefits reduced or eliminated while working?** Answer: No

Tables and Formulas

Table 1: Employees' Family Pension Scheme Withdrawal Benefit (1992 - 1995)

Years of Contributions	Benefit Amount
1	Rs 110
2	150
3	195
4	245
5	300
6	355
7	415
8	480
9	550
10	625
11	710
12	795
13	890
14	990
15	1095
16	1215
17	1340
18	1475
19	1615
20	1775
21	1940
22	2120
23	2310
24	2520
25	2740
26	2980
27	3240
28	3515
29	3815
30	4135
31	4480
32	4850
33	5245
34	5675
35	6135
36	6630
37	7160
38	7730
39	8345
40	9000

Source: Employee's Family Pension Scheme 1971, Section 32 (Gazette of India, 1971)

Table 2: Provident Fund Interest on Accumulations (1992 - 2023)

Year	Interest Rate
April 1992- June 2000	12.00
July 2000 - March 2001	11.00
April 2001 - March 2005	9.50
April 2005 - March 2010	8.50
April 2010 - March 2011	9.50
April 2011 - March 2012	8.25
April 2012 - March 2013	8.50
April 2013 - March 2015	8.75
April 2015 - March 2016	8.80
April 2016 - March 2017	8.65
April 2017 - March 2018	8.55
April 2018 - March 2019	8.65
April 2019 - March 2021	8.50
April 2021 - March 2022	8.10
April 2022 - March 2023	8.15
April 2024 - March 2024	8.25

Source: Interest Rates Declared on Provident Fund Accumulations Since 1952 (Employees' Provident Fund Organization, 2023)

Table 3: EPS Withdrawal Factor (1995-Present)

Years of Service	Eligible portion of EPS Withdrawal
1	1.02
2	1.99
3	2.98
4	3.99
5	5.02
6	6.07
7	7.13
8	8.22
9	9.33

Source: Handbook on Employees' Pension Scheme 1995, Table D (Ministry of Labour, 2001)

Table 4: Past Service Pension Computation Factor (1995- Present)

Years of Past Service Less than	Withdrawal Benefit
1	0.20
2	0.41
3	0.62
4	0.84
5	1.06
6	1.29
7	1.51
8	1.75
9	1.98
10	2.23
11	2.47
12	2.72
13	2.98
14	3.24
15	3.51
16	3.78
17	4.05
18	4.34
19	4.62
20	4.92
21	5.21
22	5.52
23	5.83
24	6.14
25	6.46
26	6.79
27	7.12
28	7.46
29	7.81
30	8.16
31	8.52
32	8.89
33	9.26
34	9.64
35	10.03
36	10.43
37	10.83
38	11.24
39	11.66
40	12.08

Source: Handbook on Employees' Pension Scheme 1995, Table A (Ministry of Labour, 2001)

Table 5: Past Service Pension Computation Factor (1995- Present)

Years of Past Service Less than	Factor (1995 - June 2008)	Factor (July 2008 - June 2024)	Factor (July 2024 - Present)
1	1.049	1.039	1.039
2	1.154	1.122	1.122
3	1.269	1.212	1.212
4	1.396	1.309	1.309
5	1.536	1.413	1.413
6	1.689	1.526	1.526
7	1.858	1.649	1.649
8	2.044	1.781	1.781
9	2.248	1.923	1.923
10	2.473	2.077	2.077
11	2.720	2.243	2.243
12	2.992	2.423	2.423
13	3.292	2.616	2.616
14	3.621	2.826	2.826
15	3.983	3.052	3.052
16	4.381	3.296	3.296
17	4.819	3.560	3.560
18	5.301	3.845	3.845
19	5.810	4.152	4.152
20	6.414	4.485	4.485
21	7.056	4.843	4.843
22	7.761	5.231	5.231
23	8.537	5.649	5.649
24	9.390	6.101	6.101
25		6.589	6.589
26		7.117	7.117
27		7.686	7.686
28		8.301	8.301
29		8.965	8.965
30		9.682	9.682
31		10.457	10.457
32		11.294	11.294
33		12.197	12.197
34		13.173	13.173
35			14.2271
36			15.36555
37			16.59509
38			17.92303
39			19.35722
40			20.90618
41			22.57909
42			24.38586

Source: Handbook on Employees' Pension Scheme 1995, Table B (Ministry of Labour, 2001, as amended by Gazette of India, 2008, 2024)

Table 6: Past Service Pension (1995 - Present)

Years of Past Service	Salary up to Rs 2,500	Salary more than Rs 2,500
Up to 11 years	80	85
11 to 15 years	95	105
15 to 20 years	120	135
More than 20 years	150	170

Source: Handbook on Employees' Pension Scheme 1995, Section 12 (Ministry of Labour, 2001)

Formula 1: EPS Pension Benefit (1995-present)

$$B_{OA_{EPS},i,t} = B_{EPS,i,t} + B_{FPS,i,t}$$

- $B_{OA_{EPS},i,t}$ = Individual i's total monthly Employees' Pension Scheme (EPS) benefit
- $B_{EPS,i,t}$ = Individual i's total monthly benefit from Employees' Pension Scheme (EPS) pension fund

$$B_{EPS,i,t} = PI_{i,t} \times \frac{PS_{i,t}}{70}$$

  - ◇ $PI_{i,t}$ = Individual i's pensionable income at time t. This is the average salary for the past 12 months before September 1, 2014, and the average salary for the past 60 months from September 1, 2014. Pensionable income is subject to the EPS wage limit. See Table 7 for details.
  - ◇ $PS_{i,t}$ = Individual i's pensionable service at time t

$$PS_{i,t} = \begin{cases} C_{i,t} & \text{if} \quad C_{i,t} < 20 \\ C_{i,t} + 2 & \text{if} \quad C_{i,t} \geqslant 20 \end{cases}$$

    - ▪ $C_{i,t}$ = Individual i's years of contributions to Employees' Pension Scheme (EPS)

- $B_{FPS,i,t}$ = Total past service benefits from Employees' Family Pension Scheme (FPS) pension for individual i

$$B_{FPS} = PSB_{i,t} \times F_{i,t}$$

  - ◇ $PSB_{i,t}$ = Past service benefit for individual i —see Table 6 for details
  - ◇ $F_{i,t}$ = Table B factor, based on individual i's years of past service at time t. —see Table 5 for details.

Source: Handbook on Employee's Pension Scheme 1995, Section 12 (Ministry of Labour, 2001)

Table 7: Employees' Pension Scheme Wage Limit (1992 - 2024)

Time Period	Wage Limit
January 1992 - September 1994	Rs 3,500/month
October 1994 - May 2001	Rs 5,000
June 2001 - August 2014	Rs 6,500
From September 2014	Rs 15,000

Source: Change of Wage Limit (Employees' Provident Fund Organisation, 2014)

Sources

This section records key sources consulted when we collected the institutional details reported in this document. Archived versions of these sources are available at the Gateway Policy Explorer website (http://g2aging.org/policy-explorer).

Employees' Provident Fund Organization (2014). Change of Wage Limit. As of July 2, 2024. [Link]

Employees' Provident Fund Organization (2023). Interest Rates Declared on Provident Fund Accumulations Since 1952. As of May 2, 2024. [Link]

Employees' Provident Fund Organization (2024a). Frequently Asked Questions 76. As of July 17, 2024. [Link]

Employees' Provident Fund Organization (2024b). Present Rates of Contribution. As of May 2, 2024. [Link]

Gazette of India (1971). Employees' Family Pension Scheme, 1971. G.S.R. 315(E), Ministry of Labour Notification, The Gazette of India: Extraordinary, Part II, Sec. 3(i), March 4, 1971. [Link]

Gazette of India (1989). S.O. 360(E), Ministry of Labour Notification, The Gazette of India: Extraordinary, Part II, Sec. 3(ii), May 17, 1989. Reprinted on p 31. As of August 8, 2024. [Link]

Gazette of India (1997). S.O. 320(E), Ministry of Labour Notification, The Gazette of India: Extraordinary, Part II, Sec. 3(ii), April 9, 1997. As of May 2, 2024. [Link]

Gazette of India (2001). Employees' Pension (Amendment) Scheme, 2001. G.S.R. 383(E), Ministry of Labour Notification, The Gazette of India: Extraordinary, Part II, Sec. 3(i), No. 262, May 24, 2001. As of August 8, 2024. [Link]

Gazette of India (2008). Employees' Pension (Amendment) Scheme, 2008. G.S.R. 438(E), Ministry of Labour and Employment Notification, The Gazette of India: Extraordinary, Part II, Sec. 3(i), No. 323, June 10, 2008. As of August 7, 2024. [Link]

Gazette of India (2014). Employees' Provident Funds (Amendment) Scheme, 2014. G.S.R. 608(E), Ministry of Labour and Employment Notification, The Gazette of India: Extraordinary, Part II, Sec. 3(i), No. 442, August 22, 2014. As of August 7, 2024. [Link]

Gazette of India (2020). S.O. 1513(E), Ministry of Labour and Employment Notification, The Gazette of India: Extraordinary, Part II, Sec. 3(ii), No. 1352, May 18, 2020. As of August 8, 2024. [Link]

Gazette of India (2024). Employees' Pension (Amendment) Scheme, 2024. G.S.R. 325(E), Ministry of Labour and Employment Notification, The Gazette of India: Extraordinary, Part II, Sec. 3(i), No. 302, June 14, 2024. As of August 7, 2024. [Link]

Ministry of Labour (1995). Employees' Pension Scheme Act, 1995. As of May 2, 2024. [Link]

Ministry of Labour (2001). Handbook on Employees' Pension Scheme 1995, as amended. January 2001. As of August 8, 2024. [Link]

Ministry of Labour (2004). Circular: Contribution on salary exceeding the statutory limit (Para 11(3)) of EPS'95. Available in English. As of May 2, 2024. [Link]

Ministry of Labour and Employment (2008). Amendments in the three Schemes framed under the Emlployees' Provident Funds & Miscellaneous Provisions Act, 1952. Available in English. As of May 2, 2024. [Link]

Ministry of Labour and Employment (2016). Gazette Notification G.S.R. 440(E) dated 25 April 2016 on benefitof 4[Link]

Ministry of Labour and Employment (2023). Employees' Provident Fund Scheme, 1952, as amended. As of January 29, 2023. [Link]

Organisation for Economic Cooperation and Development (OECD) (2023). Pensions at a Glance: Country Profiles - India. Available in English. As of June 13, 2024. [Link]

Parliament of the Republic of India (1998). An Act further to amend the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. Available in English. As of May 2, 2024. [Link]

Glossary of terms

This section summarizes key definitions from the main text. To facilitate switching back and forth, this document is designed with hyperlinks. Most PDF readers have shortcuts that permit a reader to return to the previous location after selecting a hyperlink. In Adobe Acrobat on a PC: “Alt” + “←”; In Adobe Acrobat on a MAC: “command” + “←”; In Preview on a MAC: “command” + “[”.

Annuitable System: A pension system that provides a periodic payment for life after the benefit begins.

Average National Wages: The mean salary for the working population of a country.

Claimable Benefit: A pension where the beneficiary must actively file a claim for benefits with the government’s pension authority.

Cost-of-Living Adjustments (COLA): Adjustments after an individual begins receiving benefits that increase benefit payments, typically in line with consumer prices or average earnings.

Defined Benefit System (DB): An old-age benefit system where a worker’s benefits paid at retirement are based on a defined formula typically consisting of contribution years, a measure of final average earnings and a multiplier (sometimes known as an accrual factor).

Defined Contribution System (DC): An old-age benefit system where contributions are made into an account that earns a rate of return. Contributions may be made by the individual, their employer, or the government. The rate of return may be fixed or be determined by the market. At retirement, the accumulated contributions and returns are dispersed based on options set by the system’s administrator. Typical dispersion approaches include converting the balance into a lifetime monthly benefit, a lump-sum payout, or the beneficiary maintains their account balance, which continues to earn a return, and withdraws from the account at their discretion.

Earliest Eligibility: Earliest age and/or years of contributions required to be eligible to start receipt of a particular type of benefit. Earliest eligibility is the same as statutory eligibility in countries where there is no benefit penalty for claiming before the statutory retirement age.

Employees’ Family Pension Scheme (FPS): A defined benefit system funded by employer and government contributions aiming primarily to provide survivor benefits to families of workers. The system also included a defined benefit pension for workers who reached the statutory retirement age. FPS was replaced by EPS in 1995.

Employees’ Provident Fund (EPF): A defined contribution pension fund that is mandatory for all workers in the formal employment sector in India.

Employees’ Pension Scheme (EPS): A defined benefit pension fund established in 1995 that replaced the Employees’ Family Pension Scheme.

Eligibility Track: Requirements for an individual to start receiving an unreduced old-age pension benefit. An individual typically must satisfy only one eligibility track.

Formal Employment Sector: It comprises economic activities under government regulation for which individuals pay taxes and social insurance contributions.

Informal workers : Individuals employed by businesses or organizations that do not register with the government and pay taxes as official businesses. Informal work constitutes a significant portion of the Indian workforce, with over 80% of employed individuals participating in this sector of the workforce.

Latest claiming age: Latest age where a benefit may be claimed such that benefit payments are increased as an incentive for delaying the start of benefits past the statutory retirement age. Latest claiming age is the same as statutory retirement age in countries where there is no benefit to delayed claiming. Not applicable for non-claimable benefits.

Lump Sum Benefit: A pension system that provides an individual with a one-time or limited number of payments. Lump sum benefits are distinct from annuitable or cash balance benefits because they do not continue past a specified time frame. Lump sum benefits use varies by country, but they are sometimes used as death benefits, incentives to delay claiming, or payments to individuals with an insufficient contribution history to be eligible for annuitable benefits.

National Income Measure: In some pension systems, the benefit is dependent on a national income measure, such as average wages. We indicate a pension system depends on the national income measure if the benefit paid is determined by a national income measure (as opposed to an individual's earnings history). For example, the benefit level for the United Kingdom Basic State Pension depends on a level set by the government and does not depend on an individual's earnings. This distinction does not include systems that adjust annual benefits based on a national income measure or index past earnings using a national income measure.

Progressive Benefit: A benefit is progressive if people with lower earnings have a greater replacement rate for their contributions.

Qualified Benefit: A benefit is qualified if an individual must continue to meet certain standards, such as a means test, to continue receipt of benefits.

Statutory Retirement Age (SRA): The age at which individuals are eligible to receive their full benefit. In the United States, this is known as the normal retirement age. In the United Kingdom, this is known as the state pension age.

Notes

This section reports notes from the main text. To facilitate switching back and forth, this document is designed with hyperlinks. Most PDF readers have shortcuts that permit a reader to return to the previous location after selecting a hyperlink. In Adobe Acrobat on a PC: "Alt" + "←"; In Adobe Acrobat on a MAC: "command" + "←"; In Preview on a MAC: "command" + "[".

1. Employer contributions for firms with less than 20 employees, employers in coir, guar gum, beedi, brick and jute industries, and firms operating at significant annual losses is 10%.
2. In this version of the Gateway Policy Explorer (own old-age benefits), we exclude eligibility tracks related to disability. In the future, we aim to add a series on disability policy where benefits based on impairments to one's ability to work would be included.
3. If an individual chooses not to retain their EPS membership, they can withdraw their EPS benefit as a lump sum.

Version information

Current Version: 1.0 (January 2025)

Version History

- 1.0 (January 2025): First version.

Additional resources

The following resources provide additional details for the interested reader:

Aditya Birla Capital (2024). Pension Funds.
Available at: https://www.adityabirlacapital.com/abc-of-money/investing-solutions/pension-funds?page=2
Features: Provides details on pension funds in India, expalanations on each system, and calculators to determine benefit amounts.

National Informatics Centre (NIC), Government of India (2024). Basic Pension, Family Pension & Commuted Value Calculator.
Available at: https://pensionersportal.gov.in/PensionCalculators/calculator/PensionCalculator.aspx
Features: Provides estimated pension benefit amounts, Family Pension benefit amounts, and commuted value of pensions for beneficiaries from 1996 to 2006.

Other papers of interest include:

- OECD (2020). Pensions at a Glance: Country Profiles- India.
  Available at: https://www.oecd.org/els/public-pensions/PAG2021-country-profile-India.pdf
- Employees' Provident Fund Organization, India (2024). Frequently Asked Questions.
  Available at: https://www.epfindia.gov.in/site_en/FAQ.php