

**Wage Ceiling Limits under Labour Laws**

Act / Scheme	Wage Ceiling Limit	Purpose / Notes
<b>Employees' State Insurance Act, 1948 (ESI)</b>	₹21,000 per month (₹25,000 for persons with disability)	Coverage of employees for medical and cash benefits.
<b>Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (EPF)</b>	₹15,000 per month (basic + DA)	Wage ceiling for mandatory PF coverage. Contribution beyond allowed only if employee opts voluntarily.
<b>Employees' Pension Scheme, 1995 (EPS under EPF Act)</b>	₹15,000 per month	Contribution to EPS calculated on this wage ceiling.
<b>Payment of Bonus Act, 1965</b>	Eligibility: ₹21,000 per month. Calculation: max wage ceiling ₹7,000 per month or minimum wage (whichever is higher)	Only employees earning up to ₹21,000 are eligible; bonus payable between 8.33% to 20%.
<b>Payment of Wages Act, 1936</b>	₹24,000 per month	Applicable to employees drawing wages up to ₹24,000.
<b>Maternity Benefit Act, 1961</b>	No wage ceiling (earlier ₹15,000 under ESI for Maternity Benefit, but under MB Act itself, no limit)	All women employees covered except those already under ESI.
<b>Payment of Gratuity Act, 1972</b>	No wage ceiling	Applicable to all employees irrespective of salary.
<b>Employees' Compensation Act, 1923 (Workmen's Compensation)</b>	Monthly wage ceiling: ₹15,000 for calculation of compensation	Used for compensation calculation in case of death/disablement.
<b>Minimum Wages Act, 1948</b>	No fixed wage ceiling (depends on scheduled employment & state notifications)	Wage floors are notified by Central/State Govt.
<b>Child &amp; Adolescent Labour (Prohibition &amp; Regulation) Act, 1986</b>	Not based on wage ceiling	Complete prohibition for children <14 yrs; regulation for adolescents.