



कामगार राज्य विमा महामंडळ
(श्रम आणि रोजगार मंत्रालय भारत सरकार)
कर्मचारी राज्य बीमा निगम
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
EMPLOYEES' STATE INSURANCE CORPORATION
(Ministry of Labour & Employment, Govt. of India)



उप क्षेत्रीय कार्यालय, मरोळ
पंचदीप भवन, प्लॉट नं.9, रोड नं.7,
एम.आय.डी.सी., मरोळ, अंधेरी (पूर्व), मुंबई-400093
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पंचदीप भवन, प्लॉट नं.9, रोड नं.7,
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File No.35/SPREE/2025

Dated: - 11-12-2025

1. Mr. Vivek N. Mangaonkar-Chairman
2. Mr. Hiren Chheda-Vice Chairman
3. Mr. Dayanand N. Mangaonkar-General Secretary
4. Mr. Hiral Cheda - Secretary
EPILPA (ESI, PF & OTHER INDUSTRIAL LAWS PRACTITIONER'S ASSOCIATION), Mumbai

SUB- IMPLEMENTATION OF CODE ON SOCIAL SECURITY, 2020

Sir/Madam,

1. The Government of India has implemented the **Code on Social Security, 2020**, which came into effect nationwide on **November 21, 2025**. This landmark legislation consolidates and amends social security laws for all employees working in any establishment, including providing medical and financial security benefits as envisaged in Code on Social Security, 2020.
2. In light of this implementation, it is mandatory for **all establishments** that meet the prescribed criteria under the Code to register themselves with Employees' State Insurance Corporation (ESIC). The scope of coverage extends to all establishments, including educational and medical institutions.
3. Therefore, for the employees liable to be covered in ESIC under Code of Social Security, 2020 issued vide Gazette Notification no. **R-11011/04/2021-SS.II dated 21.11.2025**, establishments must:
 - (a) **Immediately register** themselves as an 'Establishment' with the ESIC under the Code on Social Security, 2020.
 - (b) **Register all eligible employees** (as per the eligibility criteria set out under the Code on Social Security, 2020).
 - (c) **Ensure timely compliance** so that their workforce receives the necessary benefits under the Code on Social Security, 2020.
 - (d) New Definition of Wage includes Basic Pay + DA + Retaining Allowances (if any) only.
4. Immediate compliance is crucial to ensure that employees of all establishments including **Educational and Medical institutions**, avail of the social security benefits under the new Code.
5. You are hereby requested to get the unit registered under ESI Scheme and facilitate your eligible employees for availing ESIC benefits. Online registration is done through Shram Suvidha Portal(<https://shramsuvudha.gov.in/signupUser>) or ESIC Employer Portal (<https://portal.esic.gov.in/ESICInsurance1/ESICInsurancePortal/ESICSignup.aspx>).
6. **Last date of SPREE (31 Dec 2025)** is approaching fast. Hence, your timely cooperation in this matter is requested.
7. This issues with the approval of Joint Director (I/c).

भवदीय,

(कामेश्वर दुबे)

सहायक निदेशक (निरीक्षण शाखा)
क.रा.बी. नि, उप क्षेत्रीय कार्यालय, मरोळ