



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)



सत्यमेव जयते

उप क्षेत्रीय कार्यालय, मरोळ

पंचदीप भवन, प्लॉट नं.9, रोड नं.7,

एम.आय.डी.सी.,मरोळ, अंधेरी (पूर्व), मुंबई-400093

उप क्षेत्रीय कार्यालय, मरोळ

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File No.35/SPREE/2025

Dated: - 03-12-2025

**Sub- Implementation of Code on Social Security,2020- reg.**

Sir/Madam,

1. Kind attention is invited to the fact of pan-India implementation of the four Labour Codes including the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 with effect from 21st November 2025, rationalising 29 existing labour laws. By modernising labour regulations, enhancing workers' welfare and aligning the labour ecosystem with the evolving world of work, this landmark move lays the foundation for a future-ready workforce and stronger, resilient industries driving labour reforms for Aatmanirbhar Bharat.
2. As per the First Schedule of the Code, the provisions of Chapter-IV pertaining to applicability of the ESI Scheme, are applicable to every class of establishment in which 10 or more persons are employed. The educational/medical institutions fall within the definition of an "Establishment" defined under section 29 (a). Thus, the provisions of the ESI Scheme mandatorily apply w.e.f. 21.11.2025 to such educational/medical institutions.
3. In light of the above-mentioned provisions, the unregistered education/medical institutions are advised to immediately complete the online registration process under the Code through "Shram Suvidha Portal" to generate employer code for common compliance of all the statutory provisions.
4. The executive authorities of such institutions act as employers in respect of employees engaged by them through contractors as well as those engaged by them directly, if such employees are coverable under the provisions of the ESI Scheme. Section 31 of the Code enjoins responsibility on the employer to pay ESIC contribution as provided in the law.
5. You are hereby advised 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. This issues with the approval of Joint Director (I/c).

भवदीय,

(कामेश्वर दुबे)

सहायक निदेशक (निरीक्षण शाखा)

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