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E.S.I.C.

कर्मचारी राज्य बीमा निगम
(ग्राम अने रोजगार मंत्रालय, भारत सरकार)
कर्मचारी राज्य बीमा निगम
(ग्राम एवं रोजगार मंत्रालय, भारत सरकार)

EMPLOYEE'S STATE INSURANCE CORPORATION
(Ministry of Labour & Employment, Govt. of India)



सत्यमेव जयते

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Hemant Kumar Pandey
Regional Director

D.O. No. 37-P/11/23/CoSS-2025/Ins.I

Date : 03.12.2025

Respected Sir,

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 across various sectors, including providing medical and financial security benefits as envisaged in Code on Social Security, 2020.

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 sectors, including educational institutions.

It is requested to issue a direction to all educational institutions (including aided / non-aided / private schools, colleges, and other affiliated educational institutions) liable to be covered in ESIC under Code of Social Security, 2020 effective from 21.11.2025 issued vide Gazette Notification no. R-11011/04/2021-SS.II dated 21.11.2025. Under these directives, establishments must :

- ◆ **Immediately register** themselves as an 'Establishment' with the ESIC under the Code on Social Security, 2020.
- ◆ **Register all eligible employees** working at their premises (as per the eligibility criteria set out under the Code on Social Security, 2020).
- ◆ **Ensure timely payment** of the contributions so that their workforce receives the necessary benefits under the Code on Social Security, 2020.

Immediate compliance is crucial to ensure that employees in the education sector can avail of the social security benefits under the new Code. Therefore, it is requested to provide list of all educational institutions (including aided / non-aided / private schools, colleges and other affiliated educational institutions) operating in your jurisdiction. Further, it is requested to issue a direction / order to