



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



मुख्यालय  
Headquarters  
पंचदीप भवन सी०आई०जी रोड, नई दिल्ली-110002  
PANCHDEEP BHAWAN, C.I.G. MARG, NEW DELHI-110 002  
Phone: 011-23604700 Email: dir-gen@esic.nic.in  
Website: www.esic.nic.in / www.esic.in

File No. N-11011/2/2025-BFT-II

Dated:-28-11-2025

To,

**All Regional Directors/Joint Director (I/c)**  
**All Deans of ESIC Medical Colleges**  
**All Medical Superintendent of ESIC Hosp/ESIS Hosp**  
**DMD**

**Subject: - Implementation the Code on Social Security, 2020-reg.**

Sir,

Subsequent to the notification by Ministry of Labour & Employment, Government of India vide Gazette Notification No. 5143 dated 21.11.2025 (copy enclosed), the *Code on Social Security, 2020* has come into force with effect from 21.11.2025.

The Code on Social Security, 2020 (CoSS) has brought in certain modification in the definitions of "dependant" and "family" from the previous definition given under the ESI Act 1948(since repealed). As per the revised provisions, under sub-clause (c) of Section 2(24) a widower and a grandparent have now been included under the definition of "dependant" and are therefore entitled for Dependent Benefit. Similarly, Father-in-law and mother-in-law of a woman employee have been included under the definition of "family" at sub-clause (e) of Section 2(33) and are entitled for Medical Benefit.

It is, therefore, requested that the revised definitions of "dependant" and "family" as provided in the Code on Social Security, 2020, may be duly considered while extending the relevant benefits to eligible persons.

This issues with the approval of Director General, ESIC.

Yours faithfully,  
Digitally signed by  
Chandan Prabhakar  
Date: 28-11-2025  
15:05:50  
Chandan Prabhakar

Dy Director (Benefit)  
ESIC, Hqrs



# भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-21112025-267882  
CG-DL-E-21112025-267882

असाधारण  
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)  
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं. 5143]

नई दिल्ली, शुक्रवार, नवम्बर 21, 2025/कार्तिक 30, 1947

No. 5143]

NEW DELHI, FRIDAY, NOVEMBER 21, 2025/KARTIKA 30, 1947

श्रम एवं रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 21 नवम्बर, 2025

का.आ. 5319(अ).—केन्द्रीय सरकार, सामाजिक सुरक्षा संहिता, 2020 (2020 का 36) की धारा 1 की उप-धारा (3) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, 21 नवम्बर, 2025 को उस तारीख के रूप में नियत करती है, जिस दिन उक्त संहिता के निम्नलिखित उपबंध प्रवृत्त होंगे, अर्थात्:

क्र. सं.	संहिता के उपबंध
1.	धारा 1 से 14;
2.	धारा 15 की उप-धारा (1) और (2);
3.	धारा 16 की उप-धारा (1) का खंड (ग)
4.	धारा 17 से 141;
5.	धारा 143, तारीख 3 मई, 2023 के का.आ. 2060 (अ.) में क्रम संख्या (v) पर विनिर्दिष्ट संहिता के उपबंधों के सिवाय;

6.	धारा 144 से 163;
7.	धारा 164 की उप-धारा (1) की मद 1 और 2 तथा मद 4 से 9;
8.	धारा 164 की उप-धारा (2) का खंड (क) और खंड (ग) और उपधारा (3)।

[फा.सं. आर-11011/04/2021-एसएस.II]

आशुतोष ए.टी. पेडनेकर, संयुक्त सचिव

## MINISTRY OF LABOUR AND EMPLOYMENT

### NOTIFICATION

New Delhi, the 21st November, 2025

**S.O. 5319(E).**—In exercise of the powers conferred by sub-section (3) of section 1 of the Code on Social Security, 2020 (36 of 2020), the Central Government hereby appoints the 21<sup>st</sup> day of November, 2025 as the date on which the following provisions of the said Code, shall come into force, namely: -

Sl. No.	Provisions of the Code
1.	sections 1 to 14;
2.	sub-sections (1) and (2) of section 15;
3.	clause (c) of sub-section (1) of section 16;
4.	sections 17 to 141;
5.	section 143, except the provisions of the Code specified at serial number (v) of S.O. 2060 (E), dated the 3 <sup>rd</sup> May, 2023;
6.	sections 144 to 163;
7.	Items 1 and 2 and items 4 to 9 of sub-section (1) of section 164;
8.	clause (a) and clause (c) of sub-section (2) and sub-section (3) of section 164.

[F. No. R-11011/04/2021-SS.II]

ASHUTOSH A.T. PEDNEKAR, Jt. Secy.