

F. No. S-38013/04/2021-SS-I
Government of India
Ministry of Labour and Employment

Shram Shakti Bhawan, New Delhi

Dated, the 17th May, 2026

To,
The Director General,
ESIC Hqrs,
Panchdeep Bhawan, CIG Marg,
New Delhi

Subject: Implementation of mandatory Aadhaar-based identification/ authentication of beneficiaries under Section 142 of the Code on Social Security, 2020-reg.

Sir,

I am directed to refer to ESIC letter No. P-14015/3/2022-BFT-II-Part(1) dated 05.12.2025 on the subject mentioned above and to state that the matter has been examined in this Ministry in consultation Legislative Department.

2. Section 142 of the Code on Social Security, 2020, provides that an employee or unorganised worker or any other person shall establish his identity, or the identity of his family members/dependents, through Aadhaar number for registration, seeking benefits and receiving medical attendance or payments, under the Code.

3. The Legislative Department has observed that no separate notification is specifically required under Section 142. The Legal Consultant, Ministry of Labour & Employment has also opined that Section 142 of the Code is self-executory in nature and may be implemented, by ESIC, through executive/administrative action without requirement of a separate notification, in view of the overriding effect of the Code.

4. Accordingly, ESIC is advised to issue necessary administrative instructions/advisory for implementation of mandatory Aadhaar-based identification/authentication of beneficiaries under Section 142 of the Code on Social Security, 2020 for registration and availing benefits/services under the ESI Scheme.

5. While implementing the same, ESIC may ensure compliance with the provisions of the Aadhaar Act, 2016 and rules/regulations framed thereunder, including requirements relating to data privacy, security and protection of beneficiary information. It may also be ensured that the provisions relating to foreign employees, as provided under Section 142 of the Code, are duly adhered to.

This issues with the approval of Secretary (L&E).

Yours sincerely

(D.M. Khare)
Under Secretary to Govt. of India