



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



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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in the definitions of "dependant" and "family" from the previous definition given under the ESI Act 1948(since repealed).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,

Chandan Prabhakar

Dy Director (Benefit)  
ESIC, Hqrs