

Council of Scientific and Industrial Research
Anusandhan Bhawan, 2, Rafi Marg, New Delhi-110001

No. : 5-1(17)/2008-PD

Date: 24.09.2026

OFFICE MEMORANDUM

Sub : Providing coverage under ESI Scheme to eligible third-party, housekeeping, security and other contractual staff working in Ministry/Department and subordinate/attached offices - reg.

The undersigned is directed to state that the Competent Authority has accorded approval to forward the D.O. letter No. E-13/14/15/2026-PR dated 14th September, 2026 on the above subject issued by Secretary, Ministry of Labour and Employment, Government of India to all CSIR Labs./Instts./Units for information, guidance and compliance.


Amrendra Kumar
Under Secretary (PD)

Encl. : As above

Copy to:

1. The Directors/Heads of all CSIR National Labs./Instts./Hqrs./Units
2. Legal Advisor, CSIR Headquarters
3. CSIR Website
4. Office copy

डॉ. चंद्र भूषण कुमार

भारत सरकार के सचिव

DR. CHANDRA BHUSHAN KUMAR

Secretary to Govt. of India



सत्यमेव जयते
MINISTRY OF LABOUR AND EMPLOYMENT
SHRAM SHAKTI BHAVAN
NEW DELHI - 110001

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D.O. No.E-13/14/15/2026-PR

September 14, 2026

Dear Ma'am,

In the new Labour ecosystem, the extension of social protection to all workers is intended. In this direction, I would like to highlight one of the existing mechanisms, the ESIC, which extends the social protection to specific category of workers. The Employees' State Insurance Corporation (ESIC) has been providing comprehensive social security to workers in the organised sector since 1952. From its modest beginnings with just 25,000 Insured Persons, ESIC has grown into one of the largest social security organisations in the world, today catering to the social security needs of nearly 4 crore Insured Workers and their families, covering a total of 15 crore beneficiaries.

2. The ESIC delivers the social security benefits to workers through an extensive infrastructure comprising 169 hospitals, 1,609 dispensaries, 19 medical educational institutions, 612 Branch Offices and 117 Dispensary-Cum-Branch offices. The Insured Workers and their families are entitled to a comprehensive basket of social security benefits which are as under:

- **Medical Benefit** – Complete medical care for the Insured Person and family from day one of insurable employment without any ceiling limit on expenditure.
- **Sickness Benefit** – Cash compensation during certified sickness period.
- **Maternity Benefit** – Average daily wage paid for up to 26 weeks during pregnancy, miscarriage, or pregnancy-related sickness.
- **Disablement Benefit** – Cash benefit in the form of a monthly pension for incapacity to work arising out of an employment injury, payable for as long as the disablement lasts, or for the lifetime of the beneficiary.
- **Dependants' Benefit** – Lifetime monthly pension to the dependents of an Insured Person who dies due to employment injury or occupational disease.
- Reservation of seats for the children of the Insured Workers in medical colleges run by ESIC.

3. In the recently notified Code on Social security 2020, Chapter IV details various facets of the ESIC and its functions. As per Sec 1[7] of the Code on Social Security, 2020 read with its First Schedule, ESI coverage has been made mandatory for all the establishments in which 10 or more workers are employed [other than seasonal factories]. Contributions from all the workers below the prescribed wage limits [₹21,000/- p.m. and ₹25,000/- p.m. for persons with disability] in such establishments needs to be timely deposited for access to all the social security benefits available under the ESI Scheme.

Contd...2/-

4. I am writing to request your kind support in ensuring **the ESI coverage for third-party, housekeeping, security, and other contractual employees engaged in your Ministry/Department and the attached/subordinate offices.** Many such eligible employees continue to remain outside the ambit of the Scheme due to the lack of awareness at the level of the engaging establishment. Identifying such employees and ensuring their coverage under the ESI Scheme and putting in place a mechanism to regularly monitor and ensure timely deposition of the contributions [i.e 4.00% of wages payable, consisting of a 3.25% employer share and a 0.75% employee share] would enable all eligible employees, along with their families to avail the social security benefits.

5. In this regard, it is also requested that the enclosed awareness kit be circulated among all concerned stakeholders of your Ministry/Department/Organization to address this gap. The IEC materials for creating awareness may be downloaded from the link given below:

<https://drive.google.com/drive/folders/1g0sU1Crd5CsyflmT9R4j2UTTUAhV2GcR?usp=sharing>

6. I would be grateful for your Ministry's/Department's cooperation in extending this vital social security cover to all eligible workers engaged in your establishments and in creating awareness of such social security benefits — thereby strengthening India's workforce with dignity and furthering our collective progress towards the Viksit Bharat.

With regards,



Yours sincerely,

(Chandra Bhushan Kumar)

Ms. N. Kalaiselvi

Secretary,
Department of Scientific & Industrial Research,
Ministry of Science & Technology,
Technology Bhawan,
New Mehrauli Road,
New Delhi.