

Mail forwarded to Mr. Behin  
Sir MCH

CFMS No.: 7585

Date: 8.12.25



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



क्षेत्रीय कार्यालय हरियाणा  
पंचदीप भवन, सेक्टर 16, फरीदाबाद - 121002  
Regional Office Haryana  
Panchdeep Bhawan, Sector-16, Faridabad - 121002  
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Website : www.esic.gov.in

File no-13-P/11/12/SPREE/2025

Dated-04-12-2025

To,

The Additional Chief Secretary,  
(Health & Family Welfare), Haryana,  
Haryana Civil Secretariat, Sector-1, Chandigarh

...D/O-Admin... for n/a  
as per rules

Subject- Coverage of Hospital/ Private Medical Institutions of Haryana under the newly implemented Code of Social Security, 2020 - reg.

Respected Sir,

As you are aware that Code on Social Security, 2020 has been enforced w.e.f 21.11.2025, now the ESI is applicable to all factories/establishments employing 10 or more persons. Labour Department, Government of Haryana has issued notification no 10/162/2010-5lab dated 06.09.2021 to extend the provision of Code on Social Security, 2020(Previously ESI Act) to Shops, Hotel, Restaurants, Cinema including preview theatres, Road-motor transport undertakings, Newspaper establishments, Private Medical Institutions, Educational Institutions above establishments. However, still a large number of Hospitals/ Private Medical Institutions have not registered itself under Code on Social Security, 2020(Previously ESI Act), thereby denying the social security coverage/Benefits to the employees working in them.

It is emphasized that, It is the statutory responsibility of the employer under Code on Social Security, 2020 to register their Factory/ Establishment under the Code. Non-registration by the eligible employers can lead to legal penalties, including fines and prosecution against the employer besides defaulting Factory/ Establishment is covered under the Act from the retrospective date when they had employed more than 10 employees and the contribution along with penal interest under the code is payable from such retrospective date of coverage.

In this regard, to expand the social security coverage under the Code on Social Security, 2020 without any contribution, penalties and legal action for the previous period, a special initiative has been launched by ESIC. This special initiative "SPREE (Scheme to Promote

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Registration of Employers/Employees)", offers a one-time window from 1st July to 31st December 2025 for employers to register their factory/establishments and all eligible employees without any demand of dues for the past period. SPREE 2025 is a progressive step towards a more inclusive and accessible social security system in India. It supports the vision of a welfare-centric labour ecosystem by encouraging employer compliance and ensuring that a broader workforce receives the protection and benefits offered under the code.

It is therefore, requested to kindly issue instructions to all the private hospitals in Haryana having 10 or more employees to get itself registered under code by 31<sup>st</sup> December 2025 (using ESIC Portal: [www.esic.gov.in](http://www.esic.gov.in) OR Shram Suvidha Portal: [www.shramsuvidha.gov.in](http://www.shramsuvidha.gov.in)) so that social security coverage in Haryana can be increased and maximum number of Hospitals/ Private Medical Institutions and their employees can be covered under SPREE-2025.

Regards,  
Digitally signed by  
SUGAN LAL MEENA  
Date: 04-12-2025  
15:15:01  
(Sugan Lal Meena)

Regional Director

① The Corporation must publish  
the guidelines in Newspaper &  
their website being statutory requirement

Haug  
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(Secty Health)