FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 1 - Coverage, registration and contributions

This chapter turns coverage, registration and contributions into an operational control file. It covers Regulation 010, Regulation 010A, Regulation 010B, Regulation 010C; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Factories and establishments, insured persons, employers, dependants and ESIC authorities must identify coverage, wage/contribution periods and benefit eligibility.	**Main obligations / rights** • Regulation 010 • Regulation 010A • Regulation 010B • Regulation 010C • Regulation 011
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	**Forms / evidence** • Register • Return • Nomination • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: operating without registration, using stale particulars or missing amendment/closure filings.	**Employee / worker remedy** medical and cash benefits, employment-injury protection and access to ESIC/Employees Insurance Court remedies. Confirm authority, limitation and appeal route.
Old law / transition Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.	**Five-point professional checklist** • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for coverage, registration and contributions, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026

LABOUR & MANPOWER LAW PUBLICATION SERIES

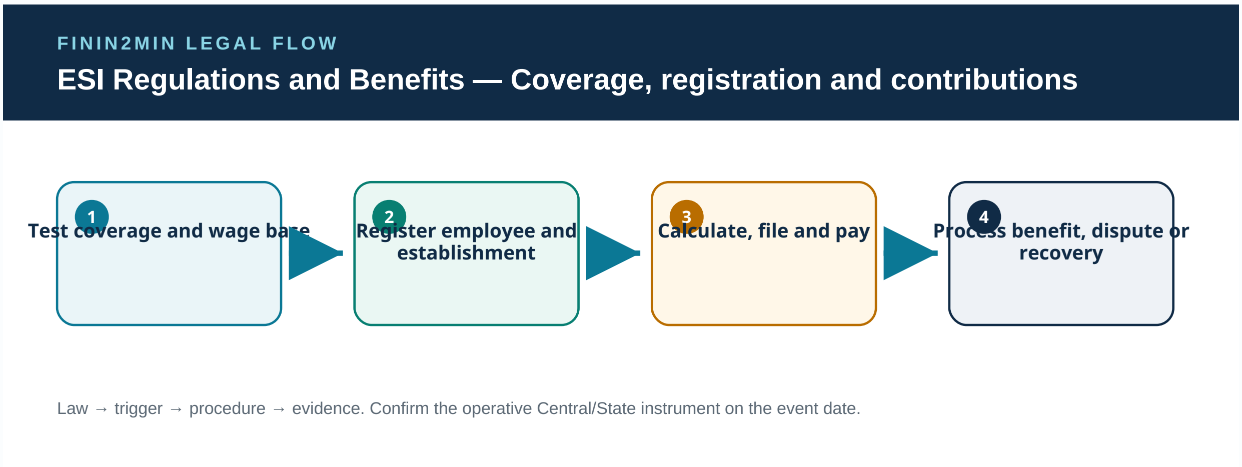
Part 1 - Coverage, registration and contributions

ESI Regulations and Benefits | Statutory text/source record, practical procedure, controls, remedies and Q&A.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Source modules: 17



Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Source protocol. Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow

Coverage → **Statutory trigger** → **Procedure/form** → **Evidence** → **Remedy/appeal**

Official source

Open current official source

Regulation 010

Regulation 10: Regional Boards | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 10
ESI General Regulations, 1950 · Regulation 10
Regulation 10: Regional Boards
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
I — Preliminary and governance
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 10 addresses ESIC governance or delegated decision-making: Regional Boards.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Confirm the competent body/officer and valid delegation before relying on a decision.
Confirm the competent body/officer and valid delegation before relying on a decision.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Check quorum, voting, agenda, minutes and conflict disclosures where the provision concerns meetings.
Check quorum, voting, agenda, minutes and conflict disclosures where the provision concerns meetings.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Preserve the resolution/order and the statutory source of authority.
Preserve the resolution/order and the statutory source of authority.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: A relaxation or delegated decision must remain within the enabling Code and cannot override a

mandatory provision.
A relaxation or delegated decision must remain within the enabling Code and cannot override a mandatory provision.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Corporation, Standing Committee, Medical Benefit Council, Regional Board/local committee or authorised officer
Trigger
A governance decision, delegation, meeting, relaxation or benefit determination is required.
Current-law crosswalk
Primary Code sections: 5, 9, 12. Central Rules: 8, 11, 12.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
agenda and notice
attendance/quorum
resolution/minutes
delegation order
reasoned decision
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
A decision by the wrong authority or without required procedure is vulnerable to challenge.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 10 — Regional Boards
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A

Is Regulation 10 automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 5
Current Code provision
Code section 9
Current Code provision
Code section 12
Current Code provision
Central Rule 8
Social Security (Central) Rules, 2026
Central Rule 11
Social Security (Central) Rules, 2026
Central Rule 12
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 9
Regulation 10A →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 010A

Regulation 10A: Local committees | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 10A
ESI General Regulations, 1950 · Regulation 10A
Regulation 10A: Local committees
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
I — Preliminary and governance
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 10A addresses ESIC governance or delegated decision-making: Local committees.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Confirm the competent body/officer and valid delegation before relying on a decision.
Confirm the competent body/officer and valid delegation before relying on a decision.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Check quorum, voting, agenda, minutes and conflict disclosures where the provision concerns meetings.
Check quorum, voting, agenda, minutes and conflict disclosures where the provision concerns meetings.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Preserve the resolution/order and the statutory source of authority.
Preserve the resolution/order and the statutory source of authority.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: A relaxation or delegated decision must remain within the enabling Code and cannot override a

mandatory provision.
A relaxation or delegated decision must remain within the enabling Code and cannot override a mandatory provision.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Corporation, Standing Committee, Medical Benefit Council, Regional Board/local committee or authorised officer
Trigger
A governance decision, delegation, meeting, relaxation or benefit determination is required.
Current-law crosswalk
Primary Code sections: 5, 9, 12. Central Rules: 8, 11, 12.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
agenda and notice
attendance/quorum
resolution/minutes
delegation order
reasoned decision
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
A decision by the wrong authority or without required procedure is vulnerable to challenge.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 10A — Local committees
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A

Is Regulation 10A automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 5
Current Code provision
Code section 9
Current Code provision
Code section 12
Current Code provision
Central Rule 8
Social Security (Central) Rules, 2026
Central Rule 11
Social Security (Central) Rules, 2026
Central Rule 12
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 10
Regulation 10B →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 010B

Regulation 10B: Registration of factories or establishments | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 10B
ESI General Regulations, 1950 · Regulation 10B
Regulation 10B: Registration of factories or establishments
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 10B governs an insured-person or establishment master-data step: Registration of factories or establishments.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Capture the establishment code, employee identity, date of entry and coverage facts at source.
Capture the establishment code, employee identity, date of entry and coverage facts at source.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Reconcile family and dependent data to supporting documents before benefit use.
Reconcile family and dependent data to supporting documents before benefit use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Control 4: Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 5: Establishment registration under the Code is now anchored in section 3 and Rule 5; ESI-specific coverage and employee insurance also require section 28 and Rule 18 analysis.
Establishment registration under the Code is now anchored in section 3 and Rule 5; ESI-specific coverage and employee insurance also require section 28 and Rule 18 analysis.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, insured person and appropriate ESIC office
Trigger
Coverage starts, employment changes, family particulars change, or identity evidence is lost/incorrect.
Current-law crosswalk
Primary Code sections: 3, 28, 31. Central Rules: 5, 18.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
appointment and wage record
employee/dependent identity evidence
portal acknowledgement
change request and approval
employer–contractor reconciliation
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Late or incorrect enrolment can expose contributions, interest, damages and delayed or disputed benefit access.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 10B — Registration of factories or establishments
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved

regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.

Failure pattern:

copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A

Is Regulation 10B automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 3
Current Code provision
Code section 28
Current Code provision
Code section 31
Current Code provision
Central Rule 5
Social Security (Central) Rules, 2026
Central Rule 18
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 10A
Regulation 10C →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 010C

Regulation 10C: Submission of annual information by factories or establishments | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 10C
ESI General Regulations, 1950 · Regulation 10C
Regulation 10C: Submission of annual information by factories or establishments
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 10C governs an insured-person or establishment master-data step: Submission of annual information by factories or establishments.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Capture the establishment code, employee identity, date of entry and coverage facts at source.
Capture the establishment code, employee identity, date of entry and coverage facts at source.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Reconcile family and dependent data to supporting documents before benefit use.
Reconcile family and dependent data to supporting documents before benefit use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction

before concluding compliance.
Control 4: Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, insured person and appropriate ESIC office
Trigger
Coverage starts, employment changes, family particulars change, or identity evidence is lost/incorrect.
Current-law crosswalk
Primary Code sections: 3, 28, 31. Central Rules: 5, 18.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
appointment and wage record
employee/dependent identity evidence
portal acknowledgement
change request and approval
employer–contractor reconciliation
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Late or incorrect enrolment can expose contributions, interest, damages and delayed or disputed benefit access.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 10C — Submission of annual information by factories or establishments
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A
Is Regulation 10C automatically current because it appears in a consolidated text?
No. It survives only through the Code’s savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 3
Current Code provision
Code section 28
Current Code provision
Code section 31
Current Code provision
Central Rule 5
Social Security (Central) Rules, 2026
Central Rule 18
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 10B
Regulation 11 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 011

Regulation 11: Declaration by person in employment on appointed day | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 11
ESI General Regulations, 1950 · Regulation 11
Regulation 11: Declaration by person in employment on appointed day
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 11 governs an insured-person or establishment master-data step: Declaration by person in employment on appointed day.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Capture the establishment code, employee identity, date of entry and coverage facts at source.
Capture the establishment code, employee identity, date of entry and coverage facts at source.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Reconcile family and dependent data to supporting documents before benefit use.
Reconcile family and dependent data to supporting documents before benefit use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction

before concluding compliance.
Control 4: Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, insured person and appropriate ESIC office
Trigger
Coverage starts, employment changes, family particulars change, or identity evidence is lost/incorrect.
Current-law crosswalk
Primary Code sections: 3, 28, 31. Central Rules: 5, 18.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
appointment and wage record
employee/dependent identity evidence
portal acknowledgement
change request and approval
employer–contractor reconciliation
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Late or incorrect enrolment can expose contributions, interest, damages and delayed or disputed benefit access.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 11 — Declaration by person in employment on appointed day
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A
Is Regulation 11 automatically current because it appears in a consolidated text?
No. It survives only through the Code’s savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 3
Current Code provision
Code section 28
Current Code provision
Code section 31
Current Code provision
Central Rule 5
Social Security (Central) Rules, 2026
Central Rule 18
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 10C
Regulation 12 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 012

Regulation 12: Declaration by persons engaged after appointed day | ESI General Regulations, 1950 | Finin2min Labour
ESIC
General Regulations, 1950
› Regulation 12
ESI General Regulations, 1950 · Regulation 12
Regulation 12: Declaration by persons engaged after appointed day
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 12 governs an insured-person or establishment master-data step: Declaration by persons engaged after appointed day.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Capture the establishment code, employee identity, date of entry and coverage facts at source.
Capture the establishment code, employee identity, date of entry and coverage facts at source.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Reconcile family and dependent data to supporting documents before benefit use.
Reconcile family and dependent data to supporting documents before benefit use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Control 4: Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.

Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.

Implementation test:

fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Responsible parties

Principal employer, immediate employer, insured person and appropriate ESIC office

Trigger

Coverage starts, employment changes, family particulars change, or identity evidence is lost/incorrect.

Current-law crosswalk

Primary Code sections: 3, 28, 31. Central Rules: 5, 18.

Do not duplicate:

the full Code and Central Rule analysis remains under

the L3 Social Security corpus

. This page owns only the saved regulation and its operational transition.

Evidence and audit trail

appointment and wage record

employee/dependent identity evidence

portal acknowledgement

change request and approval

employer–contractor reconciliation

Quality controls

Event date and legal-version lock.

Employee/insured-person identifier reconciliation.

Maker-checker review and exception log.

Current portal acknowledgement or reasoned authority decision.

Privacy-controlled retention of medical and dependant records.

Non-compliance, remedy and escalation

Late or incorrect enrolment can expose contributions, interest, damages and delayed or disputed benefit access.

Employer correction

Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.

Insured person or claimant

Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.

Authority control

Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.

Worked implementation scenario

A transaction arises under

Regulation 12 — Declaration by persons engaged after appointed day

. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.

Failure pattern:

copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A

Is Regulation 12 automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 3

Current Code provision

Code section 28

Current Code provision

Code section 31

Current Code provision

Central Rule 5

Social Security (Central) Rules, 2026

Central Rule 18

Social Security (Central) Rules, 2026

ESI concordance

Code–Rule–Regulation map

2026 Regulations status

Draft/replacement watch

← Regulation 11

Regulation 13 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 013

Regulation 13: Omitted | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 13
ESI General Regulations, 1950 · Regulation 13
Regulation 13: Omitted
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
Omitted/deleted — historical concordance only
Source review
2026-07-17
Current legal status and scope
Regulation 13 is shown as omitted/deleted in the consolidated 1950 Regulations. It creates no stand-alone current compliance step under this number.
Transition control:
Regulation 13 is retained only as a historic locator because the consolidated text marks it omitted/deleted.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Do not build a current payroll, claim or medical workflow solely on this omitted number.
Do not build a current payroll, claim or medical workflow solely on this omitted number.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Implementation test:

fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Legal/compliance owner and records custodian
Trigger
An old document, case, assessment or internal policy cites the omitted regulation.
Current-law crosswalk
Primary Code sections: 3, 28, 31. Central Rules: 5, 18.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Historic placement and research use
This omitted slot sits between “Regulation 12: Declaration by persons engaged after appointed day” and “Regulation 14: Declaration form to be sent to appropriate office” in the consolidated sequence. That placement is preserved so historic documents citing Regulation 13 can be traced without treating the omitted text as a current obligation.
For a live transaction, identify the present Code section, final Central Rule, surviving neighbouring regulation and later ESIC direction that actually governs the subject. A historical citation should retain its event date and source version.
In the consolidated sequence this is the first omitted locator in a consecutive block of 1. The ordinal is recorded only to distinguish historic citations and does not revive any obligation.
Evidence and audit trail
historic instrument or order
event date
replacement-provision analysis
saved-rights note
legal-review sign-off
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Using an omitted provision as current law can invalidate a workflow, distort a claim or misstate employer liability.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 13 — Omitted
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or

decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.

Failure pattern:

copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A

Is Regulation 13 automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 3

Current Code provision

Code section 28

Current Code provision

Code section 31

Current Code provision

Central Rule 5

Social Security (Central) Rules, 2026

Central Rule 18

Social Security (Central) Rules, 2026

ESI concordance

Code–Rule–Regulation map

2026 Regulations status

Draft/replacement watch

← Regulation 12

Regulation 14 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 014

Regulation 14: Declaration form to be sent to appropriate office | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 14
ESI General Regulations, 1950 · Regulation 14
Regulation 14: Declaration form to be sent to appropriate office
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 14 governs an insured-person or establishment master-data step: Declaration form to be sent to appropriate office.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Capture the establishment code, employee identity, date of entry and coverage facts at source.
Capture the establishment code, employee identity, date of entry and coverage facts at source.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Reconcile family and dependent data to supporting documents before benefit use.
Reconcile family and dependent data to supporting documents before benefit use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Control 4: Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, insured person and appropriate ESIC office
Trigger
Coverage starts, employment changes, family particulars change, or identity evidence is lost/incorrect.
Current-law crosswalk
Primary Code sections: 3, 28, 31. Central Rules: 5, 18.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
appointment and wage record
employee/dependent identity evidence
portal acknowledgement
change request and approval
employer–contractor reconciliation
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Late or incorrect enrolment can expose contributions, interest, damages and delayed or disputed benefit access.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 14 — Declaration form to be sent to appropriate office
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A

Is Regulation 14 automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 3
Current Code provision
Code section 28
Current Code provision
Code section 31
Current Code provision
Central Rule 5
Social Security (Central) Rules, 2026
Central Rule 18
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 13
Regulation 15 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 015

Regulation 15: Allotment of insurance number | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 15
ESI General Regulations, 1950 · Regulation 15
Regulation 15: Allotment of insurance number
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 15 governs an insured-person or establishment master-data step: Allotment of insurance number.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Capture the establishment code, employee identity, date of entry and coverage facts at source.
Capture the establishment code, employee identity, date of entry and coverage facts at source.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Reconcile family and dependent data to supporting documents before benefit use.
Reconcile family and dependent data to supporting documents before benefit use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current

digital instructions.
Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, insured person and appropriate ESIC office
Trigger
Coverage starts, employment changes, family particulars change, or identity evidence is lost/incorrect.
Current-law crosswalk
Primary Code sections: 3, 28, 31. Central Rules: 5, 18.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
appointment and wage record
employee/dependent identity evidence
portal acknowledgement
change request and approval
employer–contractor reconciliation
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Late or incorrect enrolment can expose contributions, interest, damages and delayed or disputed benefit access.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 15 — Allotment of insurance number
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 15 automatically current because it appears in a consolidated text?

No. It survives only through the Code’s savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 3

Current Code provision

Code section 28

Current Code provision

Code section 31

Current Code provision

Central Rule 5

Social Security (Central) Rules, 2026

Central Rule 18

Social Security (Central) Rules, 2026

ESI concordance

Code–Rule–Regulation map

2026 Regulations status

Draft/replacement watch

← Regulation 14

Regulation 15A →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 015A

Regulation 15A: Registration of families | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 15A
ESI General Regulations, 1950 · Regulation 15A
Regulation 15A: Registration of families
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 15A governs the operational subject described as “Registration of families” within the saved 1950 Regulations.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Identify the legal actor, statutory event and current Code provision before applying the legacy procedure.
Identify the legal actor, statutory event and current Code provision before applying the legacy procedure.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Translate paper-era references into the current ESIC portal/office workflow without deleting mandatory evidence.
Translate paper-era references into the current ESIC portal/office workflow without deleting mandatory evidence.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Retain the original event record, maker-checker review and acknowledgement or reasoned decision.
Retain the original event record, maker-checker review and acknowledgement or reasoned decision.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction

before concluding compliance.
Control 4: Check later ESIC directions and the pending 2026 regulation replacement before each material use.
Check later ESIC directions and the pending 2026 regulation replacement before each material use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Employer, insured person, ESIC authority or medical authority according to the transaction
Trigger
The facts engage registration of families.
Current-law crosswalk
Primary Code sections: 28, 39. Central Rules: 18, 25.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
source transaction record
coverage/identity evidence
prescribed communication
approval or decision
audit trail
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Incorrect application may affect contribution liability, benefit entitlement, recovery or appeal.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 15A — Registration of families
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 15A automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 28

Current Code provision

Code section 39

Current Code provision

Central Rule 18

Social Security (Central) Rules, 2026

Central Rule 25

Social Security (Central) Rules, 2026

ESI concordance

Code–Rule–Regulation map

2026 Regulations status

Draft/replacement watch

← Regulation 15

Regulation 15B →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 015B

Regulation 15B: Changes in family | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 15B
ESI General Regulations, 1950 · Regulation 15B
Regulation 15B: Changes in family
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 15B governs an insured-person or establishment master-data step: Changes in family.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Capture the establishment code, employee identity, date of entry and coverage facts at source.
Capture the establishment code, employee identity, date of entry and coverage facts at source.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Reconcile family and dependent data to supporting documents before benefit use.
Reconcile family and dependent data to supporting documents before benefit use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current

digital instructions.
Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, insured person and appropriate ESIC office
Trigger
Coverage starts, employment changes, family particulars change, or identity evidence is lost/incorrect.
Current-law crosswalk
Primary Code sections: 28, 39. Central Rules: 18, 25.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
appointment and wage record
employee/dependent identity evidence
portal acknowledgement
change request and approval
employer–contractor reconciliation
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Late or incorrect enrolment can expose contributions, interest, damages and delayed or disputed benefit access.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 15B — Changes in family
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 15B automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 28
Current Code provision
Code section 39
Current Code provision
Central Rule 18
Social Security (Central) Rules, 2026
Central Rule 25
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 15A
Regulation 16 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 016

Regulation 16: Corporation to receive assistance from employers | ESI General Regulations, 1950 | Finin2min Labour
ESIC
General Regulations, 1950
› Regulation 16
ESI General Regulations, 1950 · Regulation 16
Regulation 16: Corporation to receive assistance from employers
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 16 addresses ESIC governance or delegated decision-making: Corporation to receive assistance from employers.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Confirm the competent body/officer and valid delegation before relying on a decision.
Confirm the competent body/officer and valid delegation before relying on a decision.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Check quorum, voting, agenda, minutes and conflict disclosures where the provision concerns meetings.
Check quorum, voting, agenda, minutes and conflict disclosures where the provision concerns meetings.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Preserve the resolution/order and the statutory source of authority.
Preserve the resolution/order and the statutory source of authority.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Control 4: A relaxation or delegated decision must remain within the enabling Code and cannot override a mandatory provision.
A relaxation or delegated decision must remain within the enabling Code and cannot override a mandatory provision.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Corporation, Standing Committee, Medical Benefit Council, Regional Board/local committee or authorised officer
Trigger
A governance decision, delegation, meeting, relaxation or benefit determination is required.
Current-law crosswalk
Primary Code sections: 3, 28, 31. Central Rules: 5, 18.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
agenda and notice
attendance/quorum
resolution/minutes
delegation order
reasoned decision
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
A decision by the wrong authority or without required procedure is vulnerable to challenge.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 16 — Corporation to receive assistance from employers
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A

Is Regulation 16 automatically current because it appears in a consolidated text?

No. It survives only through the Code’s savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 3
Current Code provision
Code section 28
Current Code provision
Code section 31
Current Code provision
Central Rule 5
Social Security (Central) Rules, 2026
Central Rule 18
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 15B
Regulation 17 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 017

Regulation 17: Identity cards | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 17
ESI General Regulations, 1950 · Regulation 17
Regulation 17: Identity cards
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 17 governs an insured-person or establishment master-data step: Identity cards.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Capture the establishment code, employee identity, date of entry and coverage facts at source.
Capture the establishment code, employee identity, date of entry and coverage facts at source.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Reconcile family and dependent data to supporting documents before benefit use.
Reconcile family and dependent data to supporting documents before benefit use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current

digital instructions.
Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, insured person and appropriate ESIC office
Trigger
Coverage starts, employment changes, family particulars change, or identity evidence is lost/incorrect.
Current-law crosswalk
Primary Code sections: 28, 39. Central Rules: 18, 25.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
appointment and wage record
employee/dependent identity evidence
portal acknowledgement
change request and approval
employer–contractor reconciliation
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Late or incorrect enrolment can expose contributions, interest, damages and delayed or disputed benefit access.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 17 — Identity cards
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 17 automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 28
Current Code provision
Code section 39
Current Code provision
Central Rule 18
Social Security (Central) Rules, 2026
Central Rule 25
Social Security (Central) Rules, 2026
Legacy Form 4
Identity Card
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 16
Regulation 17A →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 017A

Regulation 17A: Issue of certificate of employment | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 17A
ESI General Regulations, 1950 · Regulation 17A
Regulation 17A: Issue of certificate of employment
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 17A governs an insured-person or establishment master-data step: Issue of certificate of employment.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Capture the establishment code, employee identity, date of entry and coverage facts at source.
Capture the establishment code, employee identity, date of entry and coverage facts at source.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Reconcile family and dependent data to supporting documents before benefit use.
Reconcile family and dependent data to supporting documents before benefit use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current

digital instructions.
Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, insured person and appropriate ESIC office
Trigger
Coverage starts, employment changes, family particulars change, or identity evidence is lost/incorrect.
Current-law crosswalk
Primary Code sections: 28, 39. Central Rules: 18, 25.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
appointment and wage record
employee/dependent identity evidence
portal acknowledgement
change request and approval
employer–contractor reconciliation
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Late or incorrect enrolment can expose contributions, interest, damages and delayed or disputed benefit access.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 17A — Issue of certificate of employment
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 17A automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 28
Current Code provision
Code section 39
Current Code provision
Central Rule 18
Social Security (Central) Rules, 2026
Central Rule 25
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 17
Regulation 17B →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 017B

Regulation 17B: Issue of permanent acceptance card | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 17B
ESI General Regulations, 1950 · Regulation 17B
Regulation 17B: Issue of permanent acceptance card
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 17B governs an insured-person or establishment master-data step: Issue of permanent acceptance card.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Capture the establishment code, employee identity, date of entry and coverage facts at source.
Capture the establishment code, employee identity, date of entry and coverage facts at source.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Complete current portal registration within the applicable statutory/ESIC time and preserve acknowledgement.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Reconcile family and dependent data to supporting documents before benefit use.
Reconcile family and dependent data to supporting documents before benefit use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Control 4: Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.

Treat the 1950 paper form as saved only to the extent consistent with the Code, Rule 18 and current digital instructions.

Implementation test:

fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Responsible parties

Principal employer, immediate employer, insured person and appropriate ESIC office

Trigger

Coverage starts, employment changes, family particulars change, or identity evidence is lost/incorrect.

Current-law crosswalk

Primary Code sections: 28, 39. Central Rules: 18, 25.

Do not duplicate:

the full Code and Central Rule analysis remains under

the L3 Social Security corpus

. This page owns only the saved regulation and its operational transition.

Evidence and audit trail

appointment and wage record

employee/dependent identity evidence

portal acknowledgement

change request and approval

employer–contractor reconciliation

Quality controls

Event date and legal-version lock.

Employee/insured-person identifier reconciliation.

Maker-checker review and exception log.

Current portal acknowledgement or reasoned authority decision.

Privacy-controlled retention of medical and dependant records.

Non-compliance, remedy and escalation

Late or incorrect enrolment can expose contributions, interest, damages and delayed or disputed benefit access.

Employer correction

Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.

Insured person or claimant

Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.

Authority control

Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.

Worked implementation scenario

A transaction arises under

Regulation 17B — Issue of permanent acceptance card

. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.

Failure pattern:

copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A

Is Regulation 17B automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 28
Current Code provision
Code section 39
Current Code provision
Central Rule 18
Social Security (Central) Rules, 2026
Central Rule 25
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 17A
Regulation 18 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Contributions Compliance

Contributions, contractor reconciliation and recovery — ESIC Detailed Guide | Finin2min
Labour
ESIC
› Contributions, contractor reconciliation and recovery
ESIC implementation journey
Contributions, contractor reconciliation and recovery
Current Code, 2026 Central Rules, saved regulation controls, evidence and remedies.
Code sections
29, 31, 42, 47, 127, 128, 129
Central Rules
19, 53
Saved regulations
Review
2026-07-17
Decision path
Step 1
Wage And Coverage Calculation
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Principal/Immediate-Employer Reconciliation
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Due-Date And Payment
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Interest, Damages And Recovery
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
Current Code and Rules
Code section 29
Current provision
Code section 31
Current provision
Code section 42

Current provision
Code section 47
Current provision
Code section 127
Current provision
Code section 128
Current provision
Code section 129
Current provision
Central Rule 19
2026 Rule
Central Rule 53
2026 Rule
Saved operational regulations
Regulation 26
Return of contributions to appropriate office
Regulation 29
Payment of contribution
Regulation 31
Time for payment of contribution
Regulation 31A
Interest on contribution due but not paid in time
Regulation 31B
Recovery of interest
Regulation 31C
Damages for contribution or other amount not paid in time
Regulation 32
Register of employees engaged by immediate employer
Regulation 36
Employment for part of a wage period
Regulation 38
Scheme by joint employers
Regulation 39
Reckoning wages where employee works for two or more employers in same wage period
Regulation 40
Refund of contribution erroneously paid

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.

- Retain the official instrument and event-date evidence.

Insurance Registration

Insurance, registration and identity — ESIC Detailed Guide | Finin2min
Labour
ESIC
› Insurance, registration and identity
ESIC implementation journey
Insurance, registration and identity
Current Code, 2026 Central Rules, saved regulation controls, evidence and remedies.
Code sections
3, 28, 31
Central Rules
5, 18
Saved regulations
Review
2026-07-17
Decision path
Step 1
Coverage Decision
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Establishment Registration
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Insured-Person Enrolment
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Family/Identity Maintenance
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
Current Code and Rules
Code section 3
Current provision
Code section 28
Current provision
Code section 31

Current provision
Central Rule 5
2026 Rule
Central Rule 18
2026 Rule
Saved operational regulations
Regulation 10B
Registration of factories or establishments
Regulation 10C
Submission of annual information by factories or establishments
Regulation 11
Declaration by person in employment on appointed day
Regulation 12
Declaration by persons engaged after appointed day
Regulation 14
Declaration form to be sent to appropriate office
Regulation 15
Allotment of insurance number
Regulation 15A
Registration of families
Regulation 15B
Changes in family
Regulation 16
Corporation to receive assistance from employers
Regulation 17
Identity cards
Regulation 17A
Issue of certificate of employment
Regulation 17B
Issue of permanent acceptance card
Regulation 18
Loss of identity card

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

Case-law principles

Decision	Current-use principle
ESIC v. Ramanuja Match Industries	Coverage provisions receive a beneficial construction, but statutory thresholds and factual control remain essential.
Royal Talkies v. ESIC	Employees connected with establishment operations may be covered despite contractual arrangements, depending on the statutory control test.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of ESI Regulations and Benefits, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - regulation-010?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - regulation-010a?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 3 - regulation-010b?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 4 - regulation-010c?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 5 - regulation-011?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 6 - regulation-012?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 7 - regulation-013?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 8 - regulation-014?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 2 - Wage and contribution periods

This chapter turns wage and contribution periods into an operational control file. It covers Regulation 030, Regulation 031, Regulation 031A, Regulation 031B; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Factories and establishments, insured persons, employers, dependants and ESIC authorities must identify coverage, wage/contribution periods and benefit eligibility.

Main obligations / rights

- Regulation 030
- Regulation 031
- Regulation 031A
- Regulation 031B
- Regulation 031C

Key thresholds / timelines

- The saved Regulation states payment within 15 days after the last day of the calendar month, subject to current law and directions.

Forms / evidence

- Register
- Return
- Nomination
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: wrong wage base, late payment, unauthorised deduction or incomplete payroll evidence.

Employee / worker remedy

timely and lawful wage payment, a transparent wage slip and a claims route for short-payment or unlawful deduction. Confirm authority, limitation and appeal route.

Old law / transition

Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for wage and contribution periods, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

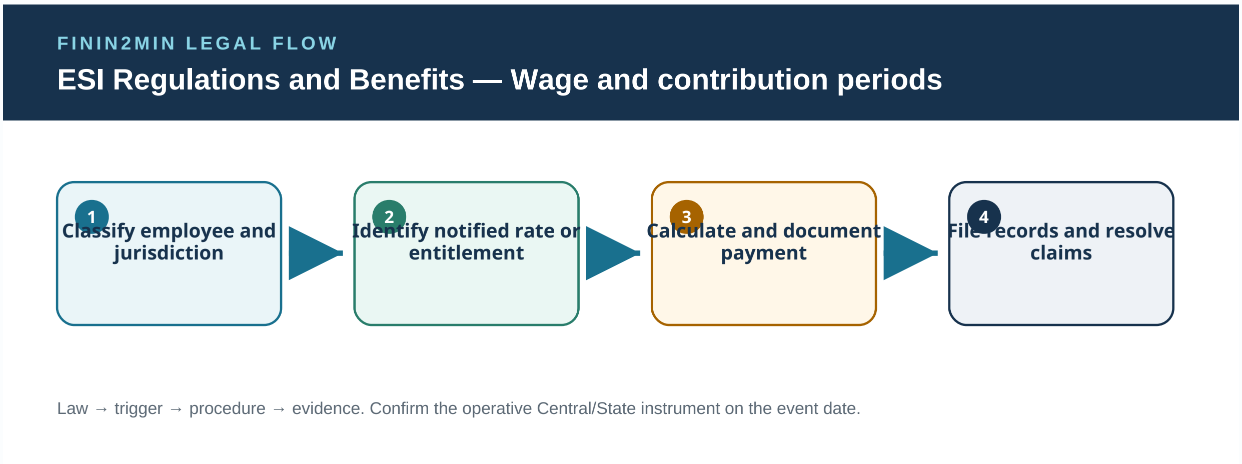
Part 2 - Wage and contribution periods

ESI Regulations and Benefits | Statutory text/source record, practical procedure, controls, remedies and Q&A.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Source modules: 13



Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Source protocol. Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow

Coverage → **Statutory trigger** → **Procedure/form** → **Evidence** → **Remedy/appeal**

Official source

Open current official source

Regulation 030

Regulation 30: Omitted | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 30
ESI General Regulations, 1950 · Regulation 30
Regulation 30: Omitted
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
Omitted/deleted — historical concordance only
Source review
2026-07-17
Current legal status and scope
Regulation 30 is shown as omitted/deleted in the consolidated 1950 Regulations. It creates no stand-alone current compliance step under this number.
Transition control:
Regulation 30 is retained only as a historic locator because the consolidated text marks it omitted/deleted.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Do not build a current payroll, claim or medical workflow solely on this omitted number.
Do not build a current payroll, claim or medical workflow solely on this omitted number.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Implementation test:

fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Legal/compliance owner and records custodian
Trigger
An old document, case, assessment or internal policy cites the omitted regulation.
Current-law crosswalk
Primary Code sections: 29, 31, 42, 47. Central Rules: 19.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Historic placement and research use
This omitted slot sits between “Regulation 29: Payment of contribution” and “Regulation 31: Time for payment of contribution” in the consolidated sequence. That placement is preserved so historic documents citing Regulation 30 can be traced without treating the omitted text as a current obligation.
For a live transaction, identify the present Code section, final Central Rule, surviving neighbouring regulation and later ESIC direction that actually governs the subject. A historical citation should retain its event date and source version.
In the consolidated sequence this is the first omitted locator in a consecutive block of 1. The ordinal is recorded only to distinguish historic citations and does not revive any obligation.
Evidence and audit trail
historic instrument or order
event date
replacement-provision analysis
saved-rights note
legal-review sign-off
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Using an omitted provision as current law can invalidate a workflow, distort a claim or misstate employer liability.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 30 — Omitted
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later

ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 30 automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 29
Current Code provision
Code section 31
Current Code provision
Code section 42
Current Code provision
Code section 47
Current Code provision
Central Rule 19
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 29
Regulation 31 →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 031

Regulation 31: Time for payment of contribution | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 31
ESI General Regulations, 1950 · Regulation 31
Regulation 31: Time for payment of contribution
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 31 controls contribution accounting or wage attribution: Time for payment of contribution. The saved Regulation states payment within 15 days after the last day of the calendar month, subject to current law and directions.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Fix coverage and contribution wage by employee and wage period before calculating dues.
Fix coverage and contribution wage by employee and wage period before calculating dues.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Include immediate-employer labour in the principal-employer reconciliation.
Include immediate-employer labour in the principal-employer reconciliation.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Control 4: Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 5: The consolidated saved text requires contributions within fifteen days after the last day of the calendar month in which they fall due, subject to any later valid replacement or direction.
The consolidated saved text requires contributions within fifteen days after the last day of the calendar month in which they fall due, subject to any later valid replacement or direction.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, payroll, finance and ESIC authorised officer
Trigger
A wage is paid/payable, a contribution period closes, a default is detected or an erroneous payment is identified.
Current-law crosswalk
Primary Code sections: 29, 31, 42, 47. Central Rules: 19.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
employee wage register
contractor wage and attendance records
contribution computation
return/ECR and challan
bank proof
interest/damages working
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Underpayment can lead to assessment, interest, damages and recovery; overpayment requires a supported adjustment/refund route.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 31 — Time for payment of contribution

. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.

Failure pattern:

copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A

Is Regulation 31 automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 29

Current Code provision

Code section 31

Current Code provision

Code section 42

Current Code provision

Code section 47

Current Code provision

Central Rule 19

Social Security (Central) Rules, 2026

ESI concordance

Code–Rule–Regulation map

2026 Regulations status

Draft/replacement watch

← Regulation 30

Regulation 31A →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.

- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 031A

Regulation 31A: Interest on contribution due but not paid in time | ESI General Regulations, 1950 | Finin2min Labour
ESIC
General Regulations, 1950
› Regulation 31A
ESI General Regulations, 1950 · Regulation 31A
Regulation 31A: Interest on contribution due but not paid in time
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 31A controls contribution accounting or wage attribution: Interest on contribution due but not paid in time.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Fix coverage and contribution wage by employee and wage period before calculating dues.
Fix coverage and contribution wage by employee and wage period before calculating dues.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Include immediate-employer labour in the principal-employer reconciliation.
Include immediate-employer labour in the principal-employer reconciliation.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of

correct classification.
Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 5: Interest is compensatory and distinct from damages; calculate it under current Code section 127 and the applicable notified rate.
Interest is compensatory and distinct from damages; calculate it under current Code section 127 and the applicable notified rate.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, payroll, finance and ESIC authorised officer
Trigger
A wage is paid/payable, a contribution period closes, a default is detected or an erroneous payment is identified.
Current-law crosswalk
Primary Code sections: 127, 129. Central Rules: no direct rule assigned; check general rules and ESIC directions.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
employee wage register
contractor wage and attendance records
contribution computation
return/ECR and challan
bank proof
interest/damages working
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Underpayment can lead to assessment, interest, damages and recovery; overpayment requires a supported adjustment/refund route.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 31A — Interest on contribution due but not paid in time
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution,

medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.

Failure pattern:

copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A

Is Regulation 31A automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 127
Current Code provision
Code section 129
Current Code provision
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 31
Regulation 31B →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 031B

Regulation 31B: Recovery of interest | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 31B
ESI General Regulations, 1950 · Regulation 31B
Regulation 31B: Recovery of interest
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 31B governs the operational subject described as “Recovery of interest” within the saved 1950 Regulations.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Identify the legal actor, statutory event and current Code provision before applying the legacy procedure.
Identify the legal actor, statutory event and current Code provision before applying the legacy procedure.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Translate paper-era references into the current ESIC portal/office workflow without deleting mandatory evidence.
Translate paper-era references into the current ESIC portal/office workflow without deleting mandatory evidence.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Retain the original event record, maker-checker review and acknowledgement or reasoned decision.
Retain the original event record, maker-checker review and acknowledgement or reasoned decision.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction

before concluding compliance.
Control 4: Check later ESIC directions and the pending 2026 regulation replacement before each material use.
Check later ESIC directions and the pending 2026 regulation replacement before each material use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Employer, insured person, ESIC authority or medical authority according to the transaction
Trigger
The facts engage recovery of interest.
Current-law crosswalk
Primary Code sections: 127, 129. Central Rules: no direct rule assigned; check general rules and ESIC directions.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
source transaction record
coverage/identity evidence
prescribed communication
approval or decision
audit trail
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Incorrect application may affect contribution liability, benefit entitlement, recovery or appeal.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 31B — Recovery of interest
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 31B automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 127
Current Code provision
Code section 129
Current Code provision
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 31A
Regulation 31C →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 031C

Regulation 31C: Damages for contribution or other amount not paid in time | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 31C
ESI General Regulations, 1950 · Regulation 31C
Regulation 31C: Damages for contribution or other amount not paid in time
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 31C controls contribution accounting or wage attribution: Damages for contribution or other amount not paid in time.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Fix coverage and contribution wage by employee and wage period before calculating dues.
Fix coverage and contribution wage by employee and wage period before calculating dues.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Include immediate-employer labour in the principal-employer reconciliation.
Include immediate-employer labour in the principal-employer reconciliation.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Control 4: Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 5: Damages are distinct from interest and require the current section 128 framework, applicable notification and procedural fairness.
Damages are distinct from interest and require the current section 128 framework, applicable notification and procedural fairness.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, payroll, finance and ESIC authorised officer
Trigger
A wage is paid/payable, a contribution period closes, a default is detected or an erroneous payment is identified.
Current-law crosswalk
Primary Code sections: 128, 129. Central Rules: no direct rule assigned; check general rules and ESIC directions.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
employee wage register
contractor wage and attendance records
contribution computation
return/ECR and challan
bank proof
interest/damages working
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Underpayment can lead to assessment, interest, damages and recovery; overpayment requires a supported adjustment/refund route.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 31C — Damages for contribution or other amount not paid in time

. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.

Failure pattern:

copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A

Is Regulation 31C automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 128

Current Code provision

Code section 129

Current Code provision

ESI concordance

Code–Rule–Regulation map

2026 Regulations status

Draft/replacement watch

← Regulation 31B

Regulation 32 →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 032

Regulation 32: Register of employees engaged by immediate employer | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 32
ESI General Regulations, 1950 · Regulation 32
Regulation 32: Register of employees engaged by immediate employer
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 32 governs the operational subject described as "Register of employees engaged by immediate employer" within the saved 1950 Regulations.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Identify the legal actor, statutory event and current Code provision before applying the legacy procedure.
Identify the legal actor, statutory event and current Code provision before applying the legacy procedure.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Translate paper-era references into the current ESIC portal/office workflow without deleting mandatory evidence.
Translate paper-era references into the current ESIC portal/office workflow without deleting mandatory evidence.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Retain the original event record, maker-checker review and acknowledgement or reasoned decision.
Retain the original event record, maker-checker review and acknowledgement or reasoned decision.
Implementation test:

fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Check later ESIC directions and the pending 2026 regulation replacement before each material use.
Check later ESIC directions and the pending 2026 regulation replacement before each material use.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Employer, insured person, ESIC authority or medical authority according to the transaction
Trigger
The facts engage register of employees engaged by immediate employer.
Current-law crosswalk
Primary Code sections: 31, 121. Central Rules: 53.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
source transaction record
coverage/identity evidence
prescribed communication
approval or decision
audit trail
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Incorrect application may affect contribution liability, benefit entitlement, recovery or appeal.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 32 — Register of employees engaged by immediate employer
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A

Is Regulation 32 automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 31
Current Code provision
Code section 121
Current Code provision
Central Rule 53
Social Security (Central) Rules, 2026
Legacy Form 6
Register of Employees
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 31C
Regulation 33 →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 033

Regulation 33: Other modes of payment of contribution | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 33
ESI General Regulations, 1950 · Regulation 33
Regulation 33: Other modes of payment of contribution
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 33 controls contribution accounting or wage attribution: Other modes of payment of contribution.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Fix coverage and contribution wage by employee and wage period before calculating dues.
Fix coverage and contribution wage by employee and wage period before calculating dues.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Include immediate-employer labour in the principal-employer reconciliation.
Include immediate-employer labour in the principal-employer reconciliation.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.

Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, payroll, finance and ESIC authorised officer
Trigger
A wage is paid/payable, a contribution period closes, a default is detected or an erroneous payment is identified.
Current-law crosswalk
Primary Code sections: 29, 31, 42, 47. Central Rules: 19.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
employee wage register
contractor wage and attendance records
contribution computation
return/ECR and challan
bank proof
interest/damages working
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Underpayment can lead to assessment, interest, damages and recovery; overpayment requires a supported adjustment/refund route.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 33 — Other modes of payment of contribution
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A

Is Regulation 33 automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools
Code section 29
Current Code provision
Code section 31
Current Code provision
Code section 42
Current Code provision
Code section 47
Current Code provision
Central Rule 19
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 32
Regulation 34 →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 034

Regulation 34: Omitted | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 34
ESI General Regulations, 1950 · Regulation 34
Regulation 34: Omitted
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
Omitted/deleted — historical concordance only
Source review
2026-07-17
Current legal status and scope
Regulation 34 is shown as omitted/deleted in the consolidated 1950 Regulations. It creates no stand-alone current compliance step under this number.
Transition control:
Regulation 34 is retained only as a historic locator because the consolidated text marks it omitted/deleted.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Do not build a current payroll, claim or medical workflow solely on this omitted number.
Do not build a current payroll, claim or medical workflow solely on this omitted number.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Implementation test:

fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Legal/compliance owner and records custodian
Trigger
An old document, case, assessment or internal policy cites the omitted regulation.
Current-law crosswalk
Primary Code sections: 29, 31, 42, 47. Central Rules: 19.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Historic placement and research use
This omitted slot sits between “Regulation 33: Other modes of payment of contribution” and “Regulation 35: Omitted” in the consolidated sequence. That placement is preserved so historic documents citing Regulation 34 can be traced without treating the omitted text as a current obligation.
For a live transaction, identify the present Code section, final Central Rule, surviving neighbouring regulation and later ESIC direction that actually governs the subject. A historical citation should retain its event date and source version.
In the consolidated sequence this is the first omitted locator in a consecutive block of 2. The ordinal is recorded only to distinguish historic citations and does not revive any obligation.
Evidence and audit trail
historic instrument or order
event date
replacement-provision analysis
saved-rights note
legal-review sign-off
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Using an omitted provision as current law can invalidate a workflow, distort a claim or misstate employer liability.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 34 — Omitted
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later

ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 34 automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 29
Current Code provision
Code section 31
Current Code provision
Code section 42
Current Code provision
Code section 47
Current Code provision
Central Rule 19
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 33
Regulation 35 →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 035

Regulation 35: Omitted | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 35
ESI General Regulations, 1950 · Regulation 35
Regulation 35: Omitted
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
Omitted/deleted — historical concordance only
Source review
2026-07-17
Current legal status and scope
Regulation 35 is shown as omitted/deleted in the consolidated 1950 Regulations. It creates no stand-alone current compliance step under this number.
Transition control:
Regulation 35 is retained only as a historic locator because the consolidated text marks it omitted/deleted.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Do not build a current payroll, claim or medical workflow solely on this omitted number.
Do not build a current payroll, claim or medical workflow solely on this omitted number.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Implementation test:

fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Responsible parties

Legal/compliance owner and records custodian

Trigger

An old document, case, assessment or internal policy cites the omitted regulation.

Current-law crosswalk

Primary Code sections: 29, 31, 42, 47. Central Rules: 19.

Do not duplicate:

the full Code and Central Rule analysis remains under

the L3 Social Security corpus

. This page owns only the saved regulation and its operational transition.

Historic placement and research use

This omitted slot sits between “Regulation 34: Omitted” and “Regulation 36: Employment for part of a wage period” in the consolidated sequence. That placement is preserved so historic documents citing Regulation 35 can be traced without treating the omitted text as a current obligation.

For a live transaction, identify the present Code section, final Central Rule, surviving neighbouring regulation and later ESIC direction that actually governs the subject. A historical citation should retain its event date and source version.

In the consolidated sequence this is the second omitted locator in a consecutive block of 2. The ordinal is recorded only to distinguish historic citations and does not revive any obligation.

Evidence and audit trail

historic instrument or order

event date

replacement-provision analysis

saved-rights note

legal-review sign-off

Quality controls

Event date and legal-version lock.

Employee/insured-person identifier reconciliation.

Maker-checker review and exception log.

Current portal acknowledgement or reasoned authority decision.

Privacy-controlled retention of medical and dependant records.

Non-compliance, remedy and escalation

Using an omitted provision as current law can invalidate a workflow, distort a claim or misstate employer liability.

Employer correction

Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.

Insured person or claimant

Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.

Authority control

Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.

Worked implementation scenario

A transaction arises under

Regulation 35 — Omitted

. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later

ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 35 automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 29
Current Code provision
Code section 31
Current Code provision
Code section 42
Current Code provision
Code section 47
Current Code provision
Central Rule 19
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 34
Regulation 36 →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 036

Regulation 36: Employment for part of a wage period | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 36
ESI General Regulations, 1950 · Regulation 36
Regulation 36: Employment for part of a wage period
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 36 controls contribution accounting or wage attribution: Employment for part of a wage period.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Fix coverage and contribution wage by employee and wage period before calculating dues.
Fix coverage and contribution wage by employee and wage period before calculating dues.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Include immediate-employer labour in the principal-employer reconciliation.
Include immediate-employer labour in the principal-employer reconciliation.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.

Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, payroll, finance and ESIC authorised officer
Trigger
A wage is paid/payable, a contribution period closes, a default is detected or an erroneous payment is identified.
Current-law crosswalk
Primary Code sections: 29, 31, 42, 47. Central Rules: 19.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
employee wage register
contractor wage and attendance records
contribution computation
return/ECR and challan
bank proof
interest/damages working
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Underpayment can lead to assessment, interest, damages and recovery; overpayment requires a supported adjustment/refund route.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 36 — Employment for part of a wage period
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A

Is Regulation 36 automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 29
Current Code provision
Code section 31
Current Code provision
Code section 42
Current Code provision
Code section 47
Current Code provision
Central Rule 19
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 35
Regulation 37 →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 037

Regulation 37: Omitted | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 37
ESI General Regulations, 1950 · Regulation 37
Regulation 37: Omitted
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
Omitted/deleted — historical concordance only
Source review
2026-07-17
Current legal status and scope
Regulation 37 is shown as omitted/deleted in the consolidated 1950 Regulations. It creates no stand-alone current compliance step under this number.
Transition control:
Regulation 37 is retained only as a historic locator because the consolidated text marks it omitted/deleted.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Do not build a current payroll, claim or medical workflow solely on this omitted number.
Do not build a current payroll, claim or medical workflow solely on this omitted number.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Implementation test:

fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Responsible parties

Legal/compliance owner and records custodian

Trigger

An old document, case, assessment or internal policy cites the omitted regulation.

Current-law crosswalk

Primary Code sections: 29, 31, 42, 47. Central Rules: 19.

Do not duplicate:

the full Code and Central Rule analysis remains under

the L3 Social Security corpus

. This page owns only the saved regulation and its operational transition.

Historic placement and research use

This omitted slot sits between “Regulation 36: Employment for part of a wage period” and “Regulation 38: Scheme by joint employers” in the consolidated sequence. That placement is preserved so historic documents citing Regulation 37 can be traced without treating the omitted text as a current obligation.

For a live transaction, identify the present Code section, final Central Rule, surviving neighbouring regulation and later ESIC direction that actually governs the subject. A historical citation should retain its event date and source version.

In the consolidated sequence this is the first omitted locator in a consecutive block of 1. The ordinal is recorded only to distinguish historic citations and does not revive any obligation.

Evidence and audit trail

historic instrument or order

event date

replacement-provision analysis

saved-rights note

legal-review sign-off

Quality controls

Event date and legal-version lock.

Employee/insured-person identifier reconciliation.

Maker-checker review and exception log.

Current portal acknowledgement or reasoned authority decision.

Privacy-controlled retention of medical and dependant records.

Non-compliance, remedy and escalation

Using an omitted provision as current law can invalidate a workflow, distort a claim or misstate employer liability.

Employer correction

Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.

Insured person or claimant

Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.

Authority control

Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.

Worked implementation scenario

A transaction arises under

Regulation 37 — Omitted

. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later

ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 37 automatically current because it appears in a consolidated text?
No. It survives only through the Code’s savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 29
Current Code provision
Code section 31
Current Code provision
Code section 42
Current Code provision
Code section 47
Current Code provision
Central Rule 19
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 36
Regulation 38 →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 038

Regulation 38: Scheme by joint employers | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 38
ESI General Regulations, 1950 · Regulation 38
Regulation 38: Scheme by joint employers
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 38 controls contribution accounting or wage attribution: Scheme by joint employers.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Fix coverage and contribution wage by employee and wage period before calculating dues.
Fix coverage and contribution wage by employee and wage period before calculating dues.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Include immediate-employer labour in the principal-employer reconciliation.
Include immediate-employer labour in the principal-employer reconciliation.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.

Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, payroll, finance and ESIC authorised officer
Trigger
A wage is paid/payable, a contribution period closes, a default is detected or an erroneous payment is identified.
Current-law crosswalk
Primary Code sections: 29, 31, 42, 47. Central Rules: 19.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
employee wage register
contractor wage and attendance records
contribution computation
return/ECR and challan
bank proof
interest/damages working
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Underpayment can lead to assessment, interest, damages and recovery; overpayment requires a supported adjustment/refund route.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 38 — Scheme by joint employers
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A

Is Regulation 38 automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 29
Current Code provision
Code section 31
Current Code provision
Code section 42
Current Code provision
Code section 47
Current Code provision
Central Rule 19
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 37
Regulation 39 →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 039

Regulation 39: Reckoning wages where employee works for two or more employers in same wage period | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 39
ESI General Regulations, 1950 · Regulation 39
Regulation 39: Reckoning wages where employee works for two or more employers in same wage period
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
II — Registration, contributions and employer records
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 39 controls contribution accounting or wage attribution: Reckoning wages where employee works for two or more employers in same wage period.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Fix coverage and contribution wage by employee and wage period before calculating dues.
Fix coverage and contribution wage by employee and wage period before calculating dues.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Include immediate-employer labour in the principal-employer reconciliation.
Include immediate-employer labour in the principal-employer reconciliation.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Control 4: Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, payroll, finance and ESIC authorised officer
Trigger
A wage is paid/payable, a contribution period closes, a default is detected or an erroneous payment is identified.
Current-law crosswalk
Primary Code sections: 29, 31, 42, 47. Central Rules: 19.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
employee wage register
contractor wage and attendance records
contribution computation
return/ECR and challan
bank proof
interest/damages working
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Underpayment can lead to assessment, interest, damages and recovery; overpayment requires a supported adjustment/refund route.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 39 — Reckoning wages where employee works for two or more employers in same wage period
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow

has displaced it.
Practical Q&A
Is Regulation 39 automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 29
Current Code provision
Code section 31
Current Code provision
Code section 42
Current Code provision
Code section 47
Current Code provision
Central Rule 19
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 38
Regulation 40 →

Finin2min implementation decode

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

Case-law principles

Decision	Current-use principle
ESIC v. Ramanuja Match Industries	Coverage provisions receive a beneficial construction, but statutory thresholds and factual control remain essential.
Royal Talkies v. ESIC	Employees connected with establishment operations may be covered despite contractual arrangements, depending on the statutory control test.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of ESI Regulations and Benefits, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - regulation-030?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - regulation-031?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 3 - regulation-031a?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 4 - regulation-031b?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 5 - regulation-031c?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 6 - regulation-032?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 7 - regulation-033?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 8 - regulation-034?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 3 - Benefits and certification

This chapter turns benefits and certification into an operational control file. It covers Contributions Compliance, Dependants Benefit, Disablement Medical Board, Disputes Esi Court; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Factories and establishments, insured persons, employers, dependants and ESIC authorities must identify coverage, wage/contribution periods and benefit eligibility.

Main obligations / rights

- Contributions Compliance
- Dependants Benefit
- Disablement Medical Board
- Disputes Esi Court
- Funeral Expenses

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Register
- Return
- Nomination
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: coverage, contribution, accident reporting, certification or benefit-period errors.

Employee / worker remedy

medical and cash benefits, employment-injury protection and access to ESIC/Employees Insurance Court remedies. Confirm authority, limitation and appeal route.

Old law / transition

Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for benefits and certification, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026

LABOUR & MANPOWER LAW PUBLICATION SERIES

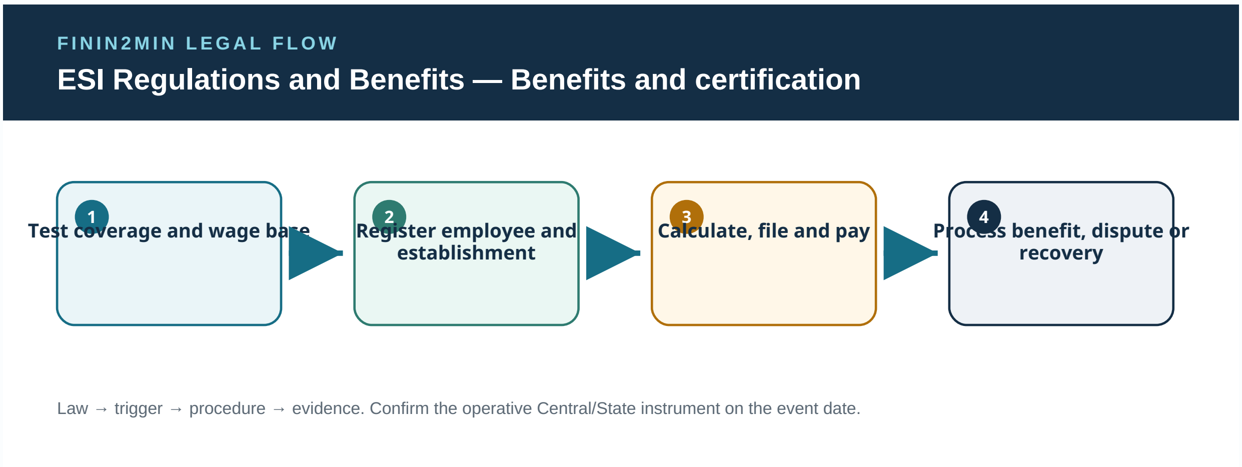
Part 3 - Benefits and certification

ESI Regulations and Benefits | Statutory text/source record, practical procedure, controls, remedies and Q&A.

Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Source modules: 10



Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Source protocol. Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow

Coverage → **Statutory trigger** → **Procedure/form** → **Evidence** → **Remedy/appeal**

Official source

Open current official source

Contributions Compliance

Contributions, contractor reconciliation and recovery — ESIC Detailed Guide | Finin2min
Labour
ESIC
› Contributions, contractor reconciliation and recovery
ESIC implementation journey
Contributions, contractor reconciliation and recovery
Current Code, 2026 Central Rules, saved regulation controls, evidence and remedies.
Code sections
29, 31, 42, 47, 127, 128, 129
Central Rules
19, 53
Saved regulations
Review
2026-07-17
Decision path
Step 1
Wage And Coverage Calculation
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Principal/Immediate-Employer Reconciliation
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Due-Date And Payment
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Interest, Damages And Recovery
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
Current Code and Rules
Code section 29
Current provision
Code section 31
Current provision
Code section 42

Current provision
Code section 47
Current provision
Code section 127
Current provision
Code section 128
Current provision
Code section 129
Current provision
Central Rule 19
2026 Rule
Central Rule 53
2026 Rule
Saved operational regulations
Regulation 26
Return of contributions to appropriate office
Regulation 29
Payment of contribution
Regulation 31
Time for payment of contribution
Regulation 31A
Interest on contribution due but not paid in time
Regulation 31B
Recovery of interest
Regulation 31C
Damages for contribution or other amount not paid in time
Regulation 32
Register of employees engaged by immediate employer
Regulation 36
Employment for part of a wage period
Regulation 38
Scheme by joint employers
Regulation 39
Reckoning wages where employee works for two or more employers in same wage period
Regulation 40
Refund of contribution erroneously paid

Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.

- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Dependants Benefit

Dependants’ benefit — ESIC Detailed Guide | Finin2min
Labour
ESIC
› Dependants’ benefit
ESIC implementation journey
Dependants’ benefit
Current Code, 2026 Central Rules, saved regulation controls, evidence and remedies.
Code sections
32, 38, 41
Central Rules
Saved regulations
Review
2026-07-17
Decision path
Step 1
Death And Employment Injury
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Dependant/Guardian Status
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Claim And Apportionment
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Review And Continuing Entitlement
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
Current Code and Rules
Code section 32
Current provision
Code section 38
Current provision
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Report of death of insured person by employment injury
Regulation 78
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Regulation 79
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Regulation 80
Submission of claim for dependants’ benefit
Regulation 81
Notice for dependants’ benefit
Regulation 82
Intimation of decision regarding dependants’ benefit
Regulation 83
Date of accrual of dependants’ benefit
Regulation 83A
Submission of claims for dependants’ benefit
Regulation 84
Review of dependants’ benefit
Regulation 86
Appointment of another guardian
Regulation 107A
Declaration and certificate for person claiming dependants’ benefit
Regulation 107B
Personal attendance of claimant for permanent disablement or dependants’ benefit

Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Disablement Medical Board

Employment injury, disablement and Medical Boards — ESIC Detailed Guide | Finin2min
Labour
ESIC
› Employment injury, disablement and Medical Boards
ESIC implementation journey
Employment injury, disablement and Medical Boards
Current Code, 2026 Central Rules, saved regulation controls, evidence and remedies.
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Step 2
Employment Nexus
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Medical Board Assessment
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Appeal And Commutation
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
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Commutation of permanent disablement benefit

Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

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- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Disputes Esi Court

Medical appeals, ESI Court and High Court — ESIC Detailed Guide | Finin2min
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ESIC
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Medical appeals, ESI Court and High Court
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Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Limitation And Service
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
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Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Appeal/Remedy Tracking
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
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Declaration and certificate for person claiming dependants' benefit
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Personal attendance of claimant for permanent disablement or dependants' benefit

Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

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- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Funeral Expenses

Funeral expenses — ESIC Detailed Guide | Finin2min
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Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Claimant/Expenditure Proof
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Current Benefit Limit
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Claim And Payment
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
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Other evidence in lieu of certificate
Regulation 95E
Submission of claim for funeral expenses

Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

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- Retain the official instrument and event-date evidence.

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.

- Retain the official instrument and event-date evidence.

Insurance Registration

Insurance, registration and identity — ESIC Detailed Guide | Finin2min
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Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Insured-Person Enrolment
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Family/Identity Maintenance
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
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Finin2min implementation decode

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- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Maternity Benefit

Maternity benefit — ESIC Detailed Guide | Finin2min
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Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
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Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Payment And Disqualification Controls
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Medical Benefit

Medical benefit and treatment administration — ESIC Detailed Guide | Finin2min
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Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
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Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Continuing Medical Entitlement
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Sickness Benefit

Sickness benefit and medical certification — ESIC Detailed Guide | Finin2min
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Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Medical Certification
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Claim And Abstention
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Payment, Suspension And Appeal
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
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Regulation 57
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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.

- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

Case-law principles

Decision	Current-use principle
ESIC v. Ramanuja Match Industries	Coverage provisions receive a beneficial construction, but statutory thresholds and factual control remain essential.
Royal Talkies v. ESIC	Employees connected with establishment operations may be covered despite contractual arrangements, depending on the statutory control test.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of ESI Regulations and Benefits, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - contributions-compliance?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - dependants-benefit?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 3 - disablement-medical-board?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 4 - disputes-esi-court?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 5 - funeral-expenses?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 6 - index?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 7 - insurance-registration?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 8 - maternity-benefit?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 4 - Employment injury and disablement

This chapter turns employment injury and disablement into an operational control file. It covers Disablement Medical Board; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Factories and establishments, insured persons, employers, dependants and ESIC authorities must identify coverage, wage/contribution periods and benefit eligibility.

Main obligations / rights

- Disablement Medical Board

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Register
- Return
- Nomination
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: coverage, contribution, accident reporting, certification or benefit-period errors.

Employee / worker remedy

medical and cash benefits, employment-injury protection and access to ESIC/Employees Insurance Court remedies. Confirm authority, limitation and appeal route.

Old law / transition

Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for employment injury and disablement, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026

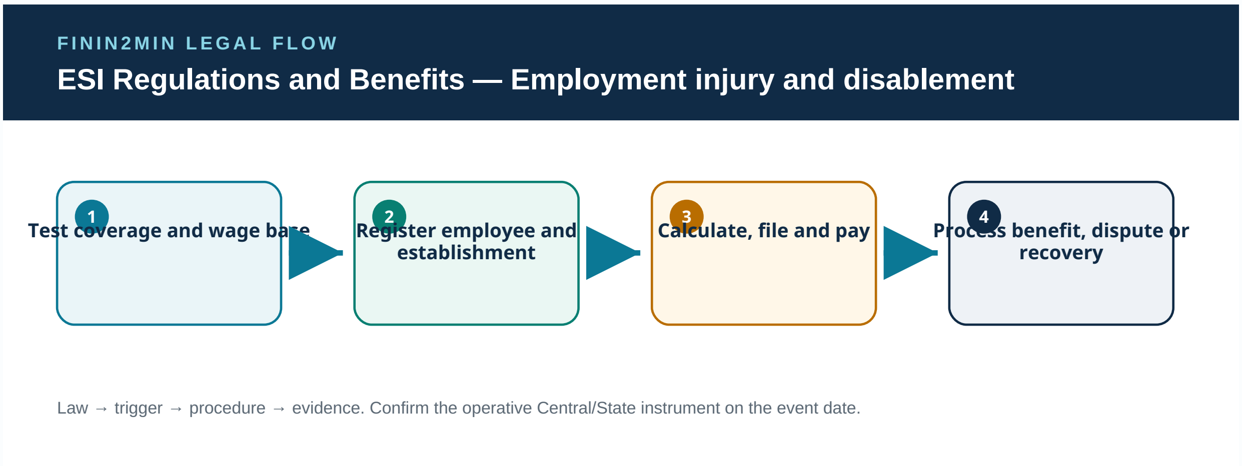
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Part 4 - Employment injury and disablement

ESI Regulations and Benefits | Statutory text/source record, practical procedure, controls, remedies and Q&A.

Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Source modules: 1



Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Source protocol. Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow

Coverage → **Statutory trigger** → **Procedure/form** → **Evidence** → **Remedy/appeal**

Official source

Open current official source

Disablement Medical Board

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Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Medical Board Assessment
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Appeal And Commutation
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
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Regulation 76B
Commutation of permanent disablement benefit

Finin2min implementation decode

Following a workplace event, the incident controller first protects life and the site, then completes statutory reporting, evidence preservation, medical documentation, contractor allocation and root-cause action without waiting for a compensation dispute.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

Case-law principles

Decision	Current-use principle
ESIC v. Ramanuja Match Industries	Coverage provisions receive a beneficial construction, but statutory thresholds and factual control remain essential.
Royal Talkies v. ESIC	Employees connected with establishment operations may be covered despite contractual arrangements, depending on the statutory control test.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of ESI Regulations and Benefits, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - disablement-medical-board?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 12 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 13 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 16 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 17 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 18 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 5 - Maternity and dependants benefits

This chapter turns maternity and dependants benefits into an operational control file. It covers Dependants Benefit, Funeral Expenses, Maternity Benefit; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Factories and establishments, insured persons, employers, dependants and ESIC authorities must identify coverage, wage/contribution periods and benefit eligibility.

Main obligations / rights

- Dependants Benefit
- Funeral Expenses
- Maternity Benefit

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Register
- Return
- Nomination
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: denial of protected benefit, incorrect qualifying service or adverse employment action.

Employee / worker remedy

maternity and connected benefits, protection from prohibited dismissal and access to the competent authority. Confirm authority, limitation and appeal route.

Old law / transition

Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for maternity and dependants benefits, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026

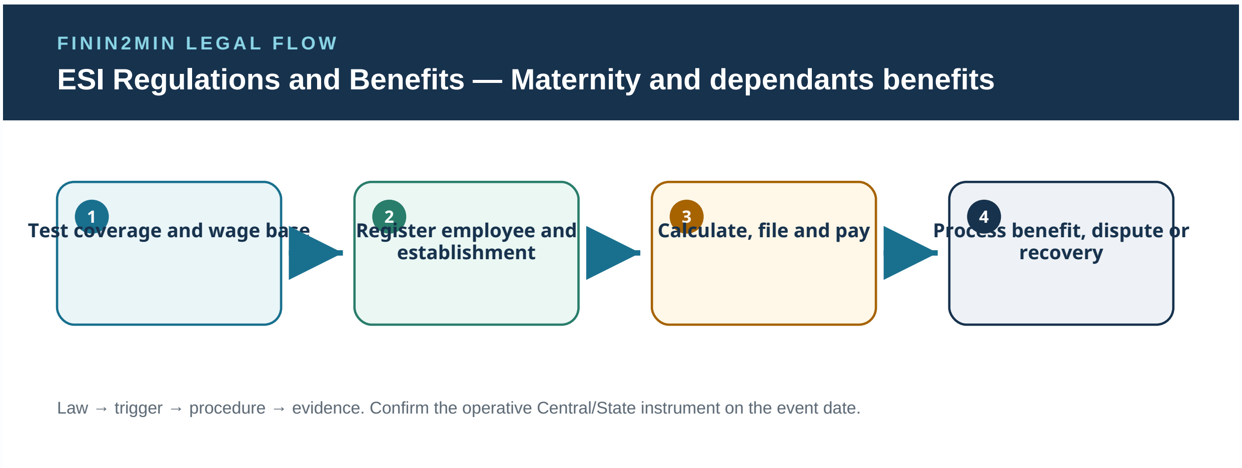
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Part 5 - Maternity and dependants benefits

ESI Regulations and Benefits | Statutory text/source record, practical procedure, controls, remedies and Q&A.

Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Source modules: 3



Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

> **Source protocol.** Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow

Coverage → Statutory trigger → Procedure/form → Evidence → Remedy/appeal

Official source

Open current official source

Dependants Benefit

Dependants’ benefit — ESIC Detailed Guide | Finin2min
Labour
ESIC
› Dependants’ benefit
ESIC implementation journey
Dependants’ benefit
Current Code, 2026 Central Rules, saved regulation controls, evidence and remedies.
Code sections
32, 38, 41
Central Rules
Saved regulations
Review
2026-07-17
Decision path
Step 1
Death And Employment Injury
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Dependant/Guardian Status
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Claim And Apportionment
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Review And Continuing Entitlement
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
Current Code and Rules
Code section 32
Current provision
Code section 38
Current provision
Code section 41
Current provision

Central Rule 22
2026 Rule
Saved operational regulations
Regulation 77
Report of death of insured person by employment injury
Regulation 78
Disposal of body of insured person dying by employment injury
Regulation 79
Issue of death certificate
Regulation 80
Submission of claim for dependants' benefit
Regulation 81
Notice for dependants' benefit
Regulation 82
Intimation of decision regarding dependants' benefit
Regulation 83
Date of accrual of dependants' benefit
Regulation 83A
Submission of claims for dependants' benefit
Regulation 84
Review of dependants' benefit
Regulation 86
Appointment of another guardian
Regulation 107A
Declaration and certificate for person claiming dependants' benefit
Regulation 107B
Personal attendance of claimant for permanent disablement or dependants' benefit

Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Funeral Expenses

Funeral expenses — ESIC Detailed Guide | Finin2min
Labour
ESIC
› Funeral expenses
ESIC implementation journey
Funeral expenses
Current Code, 2026 Central Rules, saved regulation controls, evidence and remedies.
Code sections
Central Rules
21, 22
Saved regulations
Review
2026-07-17
Decision path
Step 1
Death Evidence
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Claimant/Expenditure Proof
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Current Benefit Limit
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Claim And Payment
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
Current Code and Rules
Code section 32
Current provision
Central Rule 21
2026 Rule
Central Rule 22
2026 Rule

Saved operational regulations
Regulation 95B
Report of death of insured person
Regulation 95C
Issue of death certificate
Regulation 95D
Other evidence in lieu of certificate
Regulation 95E
Submission of claim for funeral expenses

Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Maternity Benefit

Maternity benefit — ESIC Detailed Guide | Finin2min
Labour
ESIC
› Maternity benefit
ESIC implementation journey
Maternity benefit
Current Code, 2026 Central Rules, saved regulation controls, evidence and remedies.
Code sections
32, 39, 41
Central Rules
22, 25
Saved regulations
Review
2026-07-17
Decision path
Step 1
Pregnancy/Confinement Event
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Medical Evidence
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Claim Timing
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Payment And Disqualification Controls
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
Current Code and Rules
Code section 32
Current provision
Code section 39
Current provision
Code section 41

Current provision
Central Rule 22
2026 Rule
Central Rule 25
2026 Rule
Saved operational regulations
Regulation 87
Notice of pregnancy
Regulation 88
Claim for maternity benefit commencing before confinement
Regulation 89
Claim for maternity benefit after confinement or miscarriage
Regulation 89A
Claim after death of insured woman leaving behind child
Regulation 89B
Claim for maternity benefit for sickness arising from pregnancy, confinement, premature birth or miscarriage
Regulation 90
Other evidence in lieu of certificate
Regulation 91
Notice of work for remuneration
Regulation 92
Date of payment of maternity benefit
Regulation 93
Disqualification for maternity benefit
Regulation 94
Authority which may issue certificate
Regulation 95
Obligations of Insurance Medical Officer

Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

Case-law principles

Decision	Current-use principle
ESIC v. Ramanuja Match Industries	Coverage provisions receive a beneficial construction, but statutory thresholds and factual control remain essential.
Royal Talkies v. ESIC	Employees connected with establishment operations may be covered despite contractual arrangements, depending on the statutory control test.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of ESI Regulations and Benefits, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - dependants-benefit?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - funeral-expenses?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 3 - maternity-benefit?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 16 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 17 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 18 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 6 - Records, inspections, disputes and recovery

This chapter turns records, inspections, disputes and recovery into an operational control file. It covers Regulation 100, Regulation 101, Regulation 102, Regulation 102A; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Factories and establishments, insured persons, employers, dependants and ESIC authorities must identify coverage, wage/contribution periods and benefit eligibility.

Main obligations / rights

- Regulation 100
- Regulation 101
- Regulation 102
- Regulation 102A
- Regulation 103

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Register
- Return
- Nomination
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: coverage, contribution, accident reporting, certification or benefit-period errors.

Employee / worker remedy

medical and cash benefits, employment-injury protection and access to ESIC/Employees Insurance Court remedies. Confirm authority, limitation and appeal route.

Old law / transition

Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for records, inspections, disputes and recovery, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

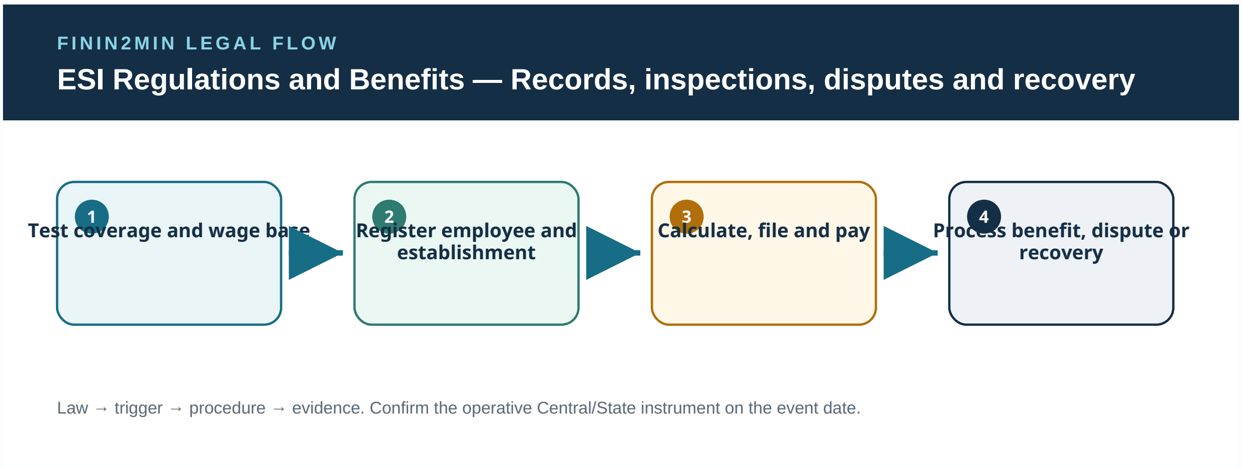
Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Part 6 - Records, inspections, disputes and recovery

ESI Regulations and Benefits | Statutory text/source record, practical procedure, controls, remedies and Q&A.

Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Source modules: 8



Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

> **Source protocol.** Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow

Coverage → **Statutory trigger** → **Procedure/form** → **Evidence** → **Remedy/appeal**

Official source

Open current official source

Regulation 100

Regulation 100: Relaxation | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 100
ESI General Regulations, 1950 · Regulation 100
Regulation 100: Relaxation
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
IV — Miscellaneous, inspection and continuing medical entitlement
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 100 addresses ESIC governance or delegated decision-making: Relaxation.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Confirm the competent body/officer and valid delegation before relying on a decision.
Confirm the competent body/officer and valid delegation before relying on a decision.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Check quorum, voting, agenda, minutes and conflict disclosures where the provision concerns meetings.
Check quorum, voting, agenda, minutes and conflict disclosures where the provision concerns meetings.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Preserve the resolution/order and the statutory source of authority.
Preserve the resolution/order and the statutory source of authority.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: A relaxation or delegated decision must remain within the enabling Code and cannot override a

mandatory provision.
A relaxation or delegated decision must remain within the enabling Code and cannot override a mandatory provision.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Corporation, Standing Committee, Medical Benefit Council, Regional Board/local committee or authorised officer
Trigger
A governance decision, delegation, meeting, relaxation or benefit determination is required.
Current-law crosswalk
Primary Code sections: 37, 39, 41, 48, 49. Central Rules: 23, 24, 25, 29.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
agenda and notice
attendance/quorum
resolution/minutes
delegation order
reasoned decision
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
A decision by the wrong authority or without required procedure is vulnerable to challenge.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 100 — Relaxation
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A

Is Regulation 100 automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 37
Current Code provision
Code section 39
Current Code provision
Code section 41
Current Code provision
Code section 48
Current Code provision
Code section 49
Current Code provision
Central Rule 23
Social Security (Central) Rules, 2026
Central Rule 24
Social Security (Central) Rules, 2026
Central Rule 25
Social Security (Central) Rules, 2026
Central Rule 29
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 99A
Regulation 101 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.

- Retain the official instrument and event-date evidence.

Regulation 101

Regulation 101: Omitted | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 101
ESI General Regulations, 1950 · Regulation 101
Regulation 101: Omitted
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
IV — Miscellaneous, inspection and continuing medical entitlement
Current status
Omitted/deleted — historical concordance only
Source review
2026-07-17
Current legal status and scope
Regulation 101 is shown as omitted/deleted in the consolidated 1950 Regulations. It creates no stand-alone current compliance step under this number.
Transition control:
Regulation 101 is retained only as a historic locator because the consolidated text marks it omitted/deleted.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Do not build a current payroll, claim or medical workflow solely on this omitted number.
Do not build a current payroll, claim or medical workflow solely on this omitted number.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Keep the page as a historical concordance so old orders, forms and cases remain traceable.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Identify the current Code section, 2026 Central Rule, surviving Regulation or ESIC instruction that now owns the subject.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Do not redirect this precise historic citation to a broad hub where that would destroy research context.
Implementation test:

fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Legal/compliance owner and records custodian
Trigger
An old document, case, assessment or internal policy cites the omitted regulation.
Current-law crosswalk
Primary Code sections: 37, 39, 41, 48, 49. Central Rules: 23, 24, 25, 29.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Historic placement and research use
This omitted slot sits between "Regulation 100: Relaxation" and "Regulation 102: Certain officers to have powers of inspection" in the consolidated sequence. That placement is preserved so historic documents citing Regulation 101 can be traced without treating the omitted text as a current obligation.
For a live transaction, identify the present Code section, final Central Rule, surviving neighbouring regulation and later ESIC direction that actually governs the subject. A historical citation should retain its event date and source version.
In the consolidated sequence this is the first omitted locator in a consecutive block of 1. The ordinal is recorded only to distinguish historic citations and does not revive any obligation.
Evidence and audit trail
historic instrument or order
event date
replacement-provision analysis
saved-rights note
legal-review sign-off
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Using an omitted provision as current law can invalidate a workflow, distort a claim or misstate employer liability.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 101 — Omitted
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later

ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 101 automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 37
Current Code provision
Code section 39
Current Code provision
Code section 41
Current Code provision
Code section 48
Current Code provision
Code section 49
Current Code provision
Central Rule 23
Social Security (Central) Rules, 2026
Central Rule 24
Social Security (Central) Rules, 2026
Central Rule 25
Social Security (Central) Rules, 2026
Central Rule 29
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 100
Regulation 102 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.

- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 102

Regulation 102: Certain officers to have powers of inspection | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 102
ESI General Regulations, 1950 · Regulation 102
Regulation 102: Certain officers to have powers of inspection
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
IV — Miscellaneous, inspection and continuing medical entitlement
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 102 supports inspection, verification or continuing disclosure: Certain officers to have powers of inspection.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Maintain retrievable payroll, contractor, contribution, claim and medical-entitlement evidence.
Maintain retrievable payroll, contractor, contribution, claim and medical-entitlement evidence.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Respond within the authorised request and preserve exactly what was supplied.
Respond within the authorised request and preserve exactly what was supplied.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Keep an immutable inspection/action log with owner, due date, response and closure evidence.
Keep an immutable inspection/action log with owner, due date, response and closure evidence.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Escalate privilege, personal-data and medical-confidentiality issues without obstructing lawful

inspection.
Escalate privilege, personal-data and medical-confidentiality issues without obstructing lawful inspection.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, insured person, Social Security Officer and authorised ESIC officer
Trigger
Inspection, information request, document production requirement or change in benefit circumstances.
Current-law crosswalk
Primary Code sections: 121, 122, 123, 124. Central Rules: 53.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
inspection request/order
records index
response pack
inspection book/action tracker
remediation evidence
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Non-production or inaccurate information may support assessment, penalty, benefit action or prosecution.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 102 — Certain officers to have powers of inspection
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 102 automatically current because it appears in a consolidated text?
No. It survives only through the Code’s savings framework and only to the extent it is not inconsistent with the

Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 121
Current Code provision
Code section 122
Current Code provision
Code section 123
Current Code provision
Code section 124
Current Code provision
Central Rule 53
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 101
Regulation 102A →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 102A

Regulation 102A: Inspection book | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 102A
ESI General Regulations, 1950 · Regulation 102A
Regulation 102A: Inspection book
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
IV — Miscellaneous, inspection and continuing medical entitlement
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 102A supports inspection, verification or continuing disclosure: Inspection book.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Maintain retrievable payroll, contractor, contribution, claim and medical-entitlement evidence.
Maintain retrievable payroll, contractor, contribution, claim and medical-entitlement evidence.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Respond within the authorised request and preserve exactly what was supplied.
Respond within the authorised request and preserve exactly what was supplied.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Keep an immutable inspection/action log with owner, due date, response and closure evidence.
Keep an immutable inspection/action log with owner, due date, response and closure evidence.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Escalate privilege, personal-data and medical-confidentiality issues without obstructing lawful inspection.

Escalate privilege, personal-data and medical-confidentiality issues without obstructing lawful inspection.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 5: Keep the inspection record and remediation trail for the required retention period under the applicable saved text/current direction; digital copies should be immutable and retrievable.
Keep the inspection record and remediation trail for the required retention period under the applicable saved text/current direction; digital copies should be immutable and retrievable.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, insured person, Social Security Officer and authorised ESIC officer
Trigger
Inspection, information request, document production requirement or change in benefit circumstances.
Current-law crosswalk
Primary Code sections: 121, 122, 123, 124. Central Rules: 53.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
inspection request/order
records index
response pack
inspection book/action tracker
remediation evidence
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Non-production or inaccurate information may support assessment, penalty, benefit action or prosecution.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 102A — Inspection book
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.

Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 102A automatically current because it appears in a consolidated text?
No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.
Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 121
Current Code provision
Code section 122
Current Code provision
Code section 123
Current Code provision
Code section 124
Current Code provision
Central Rule 53
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 102
Regulation 103 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 103

Regulation 103: Medical benefit during disablement | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 103
ESI General Regulations, 1950 · Regulation 103
Regulation 103: Medical benefit during disablement
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
IV — Miscellaneous, inspection and continuing medical entitlement
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 103 governs benefit-claim validity or processing: Medical benefit during disablement.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Identify the benefit type, insured status, qualifying contribution condition and event date.
Identify the benefit type, insured status, qualifying contribution condition and event date.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Use the current claim channel and preserve medical/employment evidence and claimant identity.
Use the current claim channel and preserve medical/employment evidence and claimant identity.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Issue a deficiency request rather than rejecting solely for a curable form defect where law permits.
Issue a deficiency request rather than rejecting solely for a curable form defect where law permits.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 4: Record the due date, approval, payment date, withholding reason and review/appeal path.
Record the due date, approval, payment date, withholding reason and review/appeal path.

Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Insured person or dependant, employer, Insurance Medical Officer and ESIC branch/benefit authority
Trigger
Sickness, maternity, employment injury, death or another insured contingency gives rise to a claim.
Current-law crosswalk
Primary Code sections: 39, 40, 41. Central Rules: 25, 26.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
insured-person record
claim and acknowledgement
medical certificate or death evidence
wage/abstention confirmation
decision and payment record
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Missing evidence or late submission may delay, reduce or suspend benefit, subject to cure, relaxation and appeal rights.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 103 — Medical benefit during disablement
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 103 automatically current because it appears in a consolidated text?
No. It survives only through the Code’s savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?
No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.
Should the proposed 2026 General Regulations be used now?
Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.
Related provisions and tools
Code section 39
Current Code provision
Code section 40
Current Code provision
Code section 41
Current Code provision
Central Rule 25
Social Security (Central) Rules, 2026
Central Rule 26
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 102A
Regulation 103A →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Regulation 103A

Regulation 103A: Medical benefit after contribution ceases to be payable | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 103A
ESI General Regulations, 1950 · Regulation 103A
Regulation 103A: Medical benefit after contribution ceases to be payable
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
IV — Miscellaneous, inspection and continuing medical entitlement
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 103A controls contribution accounting or wage attribution: Medical benefit after contribution ceases to be payable.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Fix coverage and contribution wage by employee and wage period before calculating dues.
Fix coverage and contribution wage by employee and wage period before calculating dues.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Include immediate-employer labour in the principal-employer reconciliation.
Include immediate-employer labour in the principal-employer reconciliation.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Separate contribution, statutory interest, damages and recovery amounts in the ledger.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Control 4: Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Retain portal return, challan, bank proof and correction history; portal acceptance is not proof of correct classification.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 5: Continuing medical benefit after contributions cease depends on the insured person's contribution history and the saved eligibility conditions; system status alone should be reconciled.
Continuing medical benefit after contributions cease depends on the insured person's contribution history and the saved eligibility conditions; system status alone should be reconciled.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Principal employer, immediate employer, payroll, finance and ESIC authorised officer
Trigger
A wage is paid/payable, a contribution period closes, a default is detected or an erroneous payment is identified.
Current-law crosswalk
Primary Code sections: 39, 40, 41. Central Rules: 25, 26.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
employee wage register
contractor wage and attendance records
contribution computation
return/ECR and challan
bank proof
interest/damages working
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Underpayment can lead to assessment, interest, damages and recovery; overpayment requires a supported adjustment/refund route.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 103A — Medical benefit after contribution ceases to be payable

. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.

Failure pattern:

copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.

Practical Q&A

Is Regulation 103A automatically current because it appears in a consolidated text?

No. It survives only through the Code's savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 39

Current Code provision

Code section 40

Current Code provision

Code section 41

Current Code provision

Central Rule 25

Social Security (Central) Rules, 2026

Central Rule 26

Social Security (Central) Rules, 2026

ESI concordance

Code–Rule–Regulation map

2026 Regulations status

Draft/replacement watch

← Regulation 103

Regulation 103B →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.

- Retain the official instrument and event-date evidence.

Regulation 103B

Regulation 103B: Medical benefit after insurable employment ceases due to permanent disablement | ESI General Regulations, 1950 | Finin2min
Labour
ESIC
General Regulations, 1950
› Regulation 103B
ESI General Regulations, 1950 · Regulation 103B
Regulation 103B: Medical benefit after insurable employment ceases due to permanent disablement
Regulation-wise current-law crosswalk, implementation controls, evidence, remedies and transition treatment.
Instrument
ESI (General) Regulations, 1950
Chapter
IV — Miscellaneous, inspection and continuing medical entitlement
Current status
One-year saved transitional regulation during the one-year period specified in Code section 164(2)(b), only to the extent not inconsistent with the Code and current instruments.
Source review
2026-07-17
Current legal status and scope
Regulation 103B governs benefit-claim validity or processing: Medical benefit after insurable employment ceases due to permanent disablement.
Transition control:
The ESI Act, 1948 has been repealed. Code section 164(2)(b) keeps ESI rules, regulations and schemes in force for one year from commencement, only to the extent not inconsistent with the Code; section 164(2)(a) separately preserves prior actions subject to its conditions. The Corporation approved framing of 2026 General Regulations on 30 June 2026; this page does not treat that approval as a final Gazette replacement.
Consolidated regulation text
Regulation-specific legal and control map
Control 1: Identify the benefit type, insured status, qualifying contribution condition and event date.
Identify the benefit type, insured status, qualifying contribution condition and event date.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 2: Use the current claim channel and preserve medical/employment evidence and claimant identity.
Use the current claim channel and preserve medical/employment evidence and claimant identity.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Control 3: Issue a deficiency request rather than rejecting solely for a curable form defect where law permits.
Issue a deficiency request rather than rejecting solely for a curable form defect where law permits.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.

Control 4: Record the due date, approval, payment date, withholding reason and review/appeal path.
Record the due date, approval, payment date, withholding reason and review/appeal path.
Implementation test:
fix the event date, responsible person, evidence source, current Code/Rule owner and any later ESIC instruction before concluding compliance.
Responsible parties
Insured person or dependant, employer, Insurance Medical Officer and ESIC branch/benefit authority
Trigger
Sickness, maternity, employment injury, death or another insured contingency gives rise to a claim.
Current-law crosswalk
Primary Code sections: 39, 40, 41. Central Rules: 25, 26.
Do not duplicate:
the full Code and Central Rule analysis remains under
the L3 Social Security corpus
. This page owns only the saved regulation and its operational transition.
Evidence and audit trail
insured-person record
claim and acknowledgement
medical certificate or death evidence
wage/abstention confirmation
decision and payment record
Quality controls
Event date and legal-version lock.
Employee/insured-person identifier reconciliation.
Maker-checker review and exception log.
Current portal acknowledgement or reasoned authority decision.
Privacy-controlled retention of medical and dependant records.
Non-compliance, remedy and escalation
Missing evidence or late submission may delay, reduce or suspend benefit, subject to cure, relaxation and appeal rights.
Employer correction
Correct master data, contribution/return or evidence through the authorised route while retaining the original record and reason.
Insured person or claimant
Use the appropriate claim, grievance, Medical Board, review, ESI Court or High Court route according to the disputed issue.
Authority control
Keep assessment, benefit, interest, damages, recovery and penalty decisions separately reasoned and quantified.
Worked implementation scenario
A transaction arises under
Regulation 103B — Medical benefit after insurable employment ceases due to permanent disablement
. The compliance owner records the event date and identifies whether the issue concerns coverage, contribution, medical evidence or benefit. The current Code section and 2026 Central Rule are checked first; the saved regulation is then used only for the surviving operational detail. The maker prepares the portal filing, claim or decision pack, while a reviewer verifies identity, wage/contribution or medical evidence, limitation and later ESIC directions. The acknowledgement, calculation and correspondence are preserved together.
Failure pattern:
copying the paper-era process without checking whether the Code, final Central Rules or ESIC digital workflow has displaced it.
Practical Q&A
Is Regulation 103B automatically current because it appears in a consolidated text?

No. It survives only through the Code’s savings framework and only to the extent it is not inconsistent with the Code, final Central Rules or a later valid replacement.

Can portal acceptance cure an incorrect legal classification?

No. Portal processing does not conclusively determine coverage, contribution wage, medical entitlement, dependant status or limitation.

Should the proposed 2026 General Regulations be used now?

Not as final law unless and until a valid Gazette notification brings the replacement instrument into force. Track the official status page.

Related provisions and tools

Code section 39
Current Code provision
Code section 40
Current Code provision
Code section 41
Current Code provision
Central Rule 25
Social Security (Central) Rules, 2026
Central Rule 26
Social Security (Central) Rules, 2026
ESI concordance
Code–Rule–Regulation map
2026 Regulations status
Draft/replacement watch
← Regulation 103A
Regulation 104 →

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Disputes Esi Court

Medical appeals, ESI Court and High Court — ESIC Detailed Guide | Finin2min
Labour
ESIC
› Medical appeals, ESI Court and High Court
ESIC implementation journey
Medical appeals, ESI Court and High Court
Current Code, 2026 Central Rules, saved regulation controls, evidence and remedies.
Code sections
37, 48, 49, 50, 51, 52
Central Rules
23, 24, 29
Saved regulations
Review
2026-07-17
Decision path
Step 1
Identify Dispute Forum
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 2
Limitation And Service
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 3
Evidence And Deposit Requirements
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Step 4
Appeal/Remedy Tracking
Identify the controlling facts, current Code/Rule requirement, saved operational detail, evidence and responsible owner.
Implementation controls
Lock the insured-person, employer and event identifiers before computation or claim.
Separate current Code/Rule law from saved 1950 procedure and later ESIC directions.
Reconcile payroll/contractor, medical, family and contribution data according to the benefit.
Preserve submission, deficiency, decision, payment, review and appeal timestamps.
Restrict medical/dependant data access and retain a reasoned exception trail.
Current Code and Rules
Code section 37
Current provision
Code section 48
Current provision
Code section 49

Current provision
Code section 50
Current provision
Code section 51
Current provision
Code section 52
Current provision
Central Rule 23
2026 Rule
Central Rule 24
2026 Rule
Central Rule 29
2026 Rule
Saved operational regulations
Regulation 72
Reference to Medical Board
Regulation 73
Report of Medical Board
Regulation 76
Appeal Tribunals
Regulation 96
Authority for determining benefits
Regulation 97
Discontinuation or reduction of benefits
Regulation 100
Relaxation
Regulation 107
Certificate for person claiming permanent disablement benefit
Regulation 107A
Declaration and certificate for person claiming dependants' benefit
Regulation 107B
Personal attendance of claimant for permanent disablement or dependants' benefit

Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

Case-law principles

Decision	Current-use principle
ESIC v. Ramanuja Match Industries	Coverage provisions receive a beneficial construction, but statutory thresholds and factual control remain essential.
Royal Talkies v. ESIC	Employees connected with establishment operations may be covered despite contractual arrangements, depending on the statutory control test.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of ESI Regulations and Benefits, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - regulation-100?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - regulation-101?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 3 - regulation-102?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 4 - regulation-102a?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 5 - regulation-103?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 6 - regulation-103a?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 7 - regulation-103b?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 8 - disputes-esi-court?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.