

Dear Employers,

It is informed that the [Government of India vide S.O. 1730 \(E\)](#) has appointed the 3rd day of May, 2021 as the date on which the provisions of [section 142 of the Code on Social Security, 2020](#) shall come into force. It is, therefore, requested to ensure the compliance of the above provision with immediate effect.

Gist of section 142 of the Code on Social Security

Application of
Aadhaar.

142. (1) An employee or unorganised worker or any other person, as the case may be, for—

- (a) registration as member or beneficiary; or
- (b) seeking benefit whether in kind, cash or medical sickness benefit or pension, gratuity or maternity benefit or any other benefit or for withdrawal of fund; or
- (c) availing services of career centre; or
- (d) receiving any payment or medical attendance as Insured Person himself or for his dependants,

under this Code or rules, regulations or schemes made or framed thereunder, shall establish his identity or, as the case may be, the identity of his family members or dependants through Aadhaar number and for such purpose the expression "Aadhaar" shall have the meaning as defined in clause (a) of section 2 of the Aadhaar (The Targeted Delivery of Financial and Other Subsidies, Benefits and Services) Act, 2016: 18 of 2016.

Provided that any foreigner employee shall obtain and submit Aadhaar number for establishing his identity, as soon as possible, on becoming resident within the meaning of clause (v) of section 2 of the Aadhaar (Targeted Delivery of Financial and Other Subsidies, Benefits and Services) Act, 2016. 18 of 2016.

(2) For the purposes of sub-section (1), the Aadhaar number issued to an individual shall be in accordance with the provisions of section 3 of the Aadhaar (Targeted Delivery of Financial and Other Subsidies, Benefits and Services) Act, 2016. 18 of 2016.