FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

OSHWC Code, 2020 — Chapter I - Preliminary

This chapter turns preliminary into an operational control file. It covers Short title, commencement and application, Definitions; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 1: Short title, commencement and application
- Section 2: Definitions

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 preliminary, 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: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | 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.

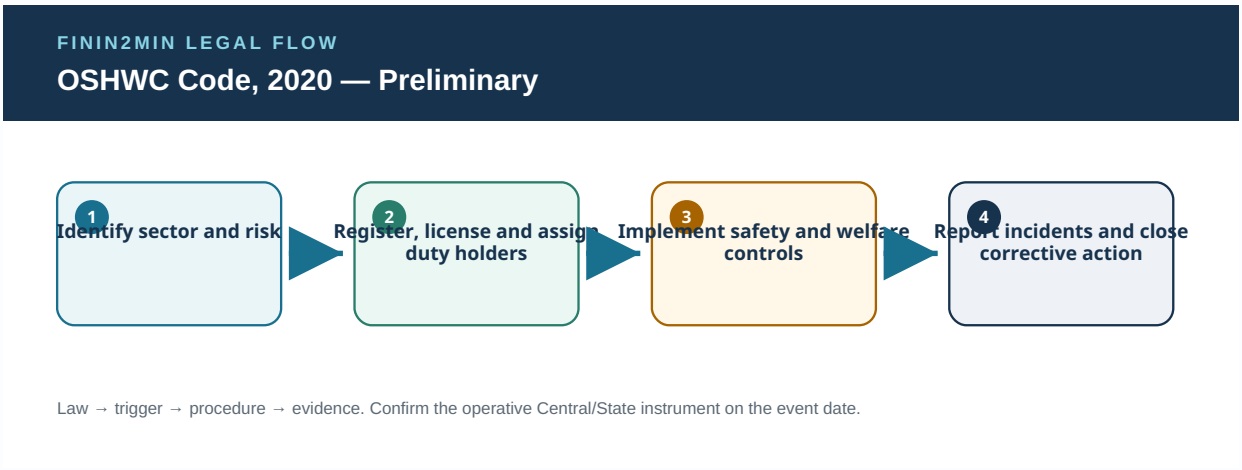
LABOUR & MANPOWER LAW PUBLICATION SERIES

OSHWC Code, 2020 — Chapter I - Preliminary

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 1-2

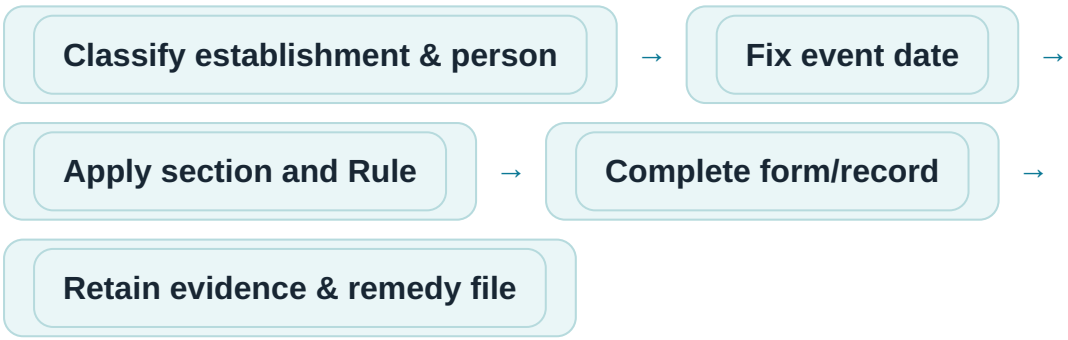
Central Rules mapped: 3 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 1: Short title, commencement and application

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 1 in the official source. Statutory title: Short title, commencement and application.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 1: Rule 1 — Short title and commencement

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 2: Rule 2 — Definitions

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 1, Rule 2 | Official source: section 1.

Section 2: Definitions

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 2 in the official source. Statutory title: Definitions.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 1: Rule 1 — Short title and commencement

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 2: Rule 2 — Definitions

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 186: Rule 186 — Income from sources and quantity of hazardous substance

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 1, Rule 2, Rule 186 | Official source: section 2.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
1	Rule 1 — Short title and commencement	Source-controlled mapping
2	Rule 2 — Definitions	Source-controlled mapping
186	Rule 186 — Income from sources and quantity of hazardous substance	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Predecessor law	Transition control
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.

- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 - Short title, commencement and application?

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 - Definitions?

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 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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter II - Registration

This chapter turns registration into an operational control file. It covers Registration of certain establishments, Appeal, Notice by employer of commencement and cessation of operation; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 3: Registration of certain establishments
- Section 4: Appeal
- Section 5: Notice by employer of commencement and cessation of operation

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

- Notice
- 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

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 registration, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

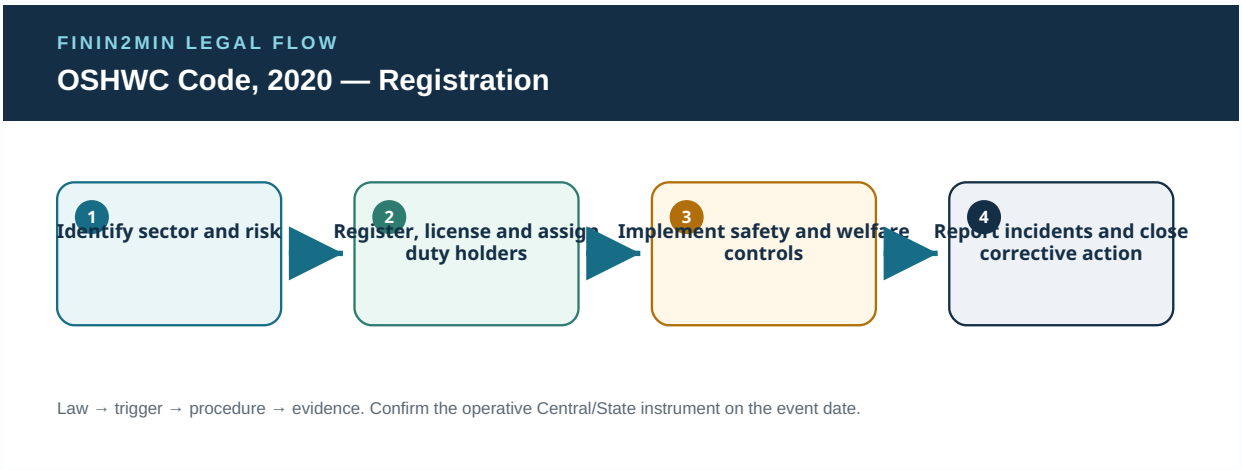
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter II - Registration

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

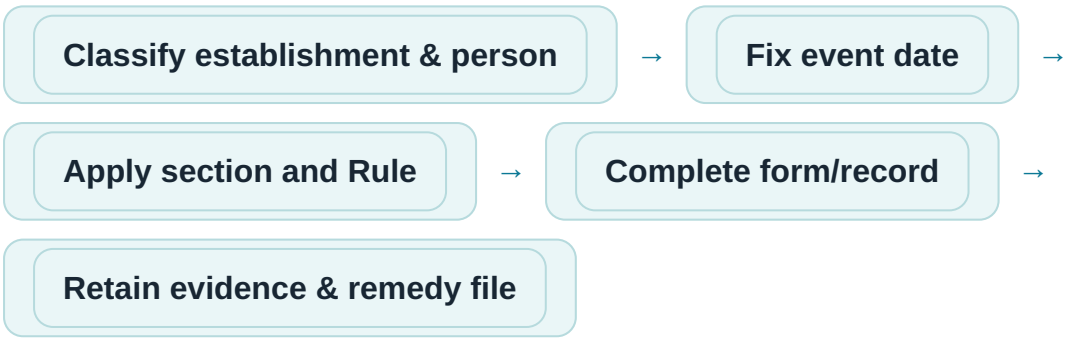
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 3-5 | Central Rules mapped: 2 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 3: Registration of certain establishments

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 3 in the official source. Statutory title: Registration of certain establishments.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.
9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.

10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

Applicable Central Rules immediately below the provision

Central Rule 3: Rule 3 — Application for registration

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 3 | Official source: section 3.

Section 4: Appeal

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 4 in the official source. Statutory title: Appeal.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 3: Rule 3 — Application for registration

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 3 | Official source: section 4.

Section 5: Notice by employer of commencement and cessation of operation

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 5 in the official source. Statutory title: Notice by employer of commencement and cessation of operation.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 4: Rule 4 — Notice of commencement and cessation of operation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 4 | Official source: section 5.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
3	Rule 3 — Application for registration	Source-controlled mapping
4	Rule 4 — Notice of commencement and cessation of operation	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	

	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 3 - Registration of certain establishments?

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 - Appeal?

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 - Notice by employer of commencement and cessation of operation?

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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter III - Employer and employee duties

This chapter turns employer and employee duties into an operational control file. It covers Duties of employer, Duties and responsibilities of owner, agent and manager in relation to mine, Duties of designers, manufacturers, importers or suppliers, Duties of architect, project engineer and designer; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 6: Duties of employer
- Section 7: Duties and responsibilities of owner, agent and manager in relation to mine
- Section 8: Duties of designers, manufacturers, importers or suppliers
- Section 9: Duties of architect, project engineer and designer
- Section 10: Notice of certain accident

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

- Notice
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 employer and employee duties, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

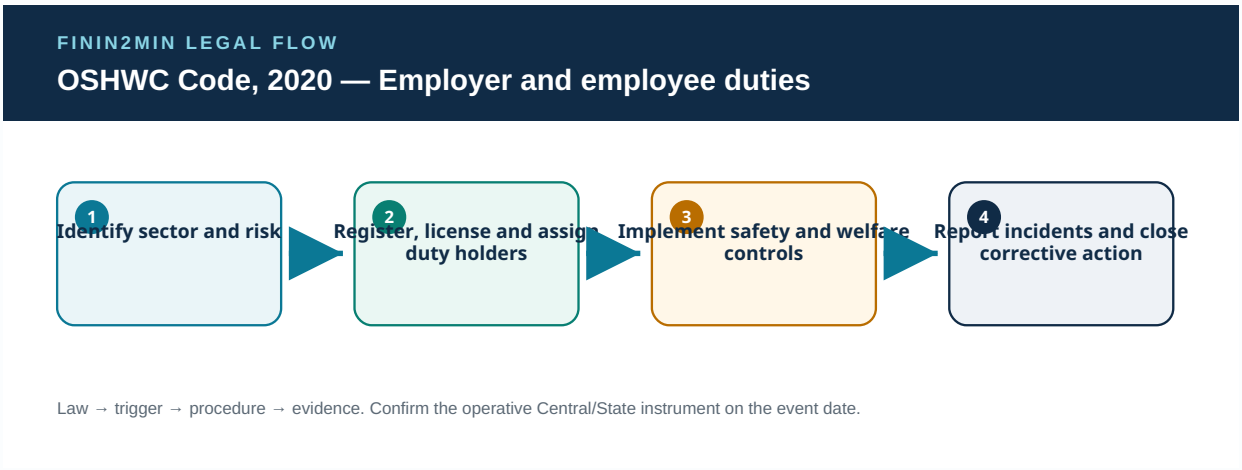
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter III - Employer and employee duties

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

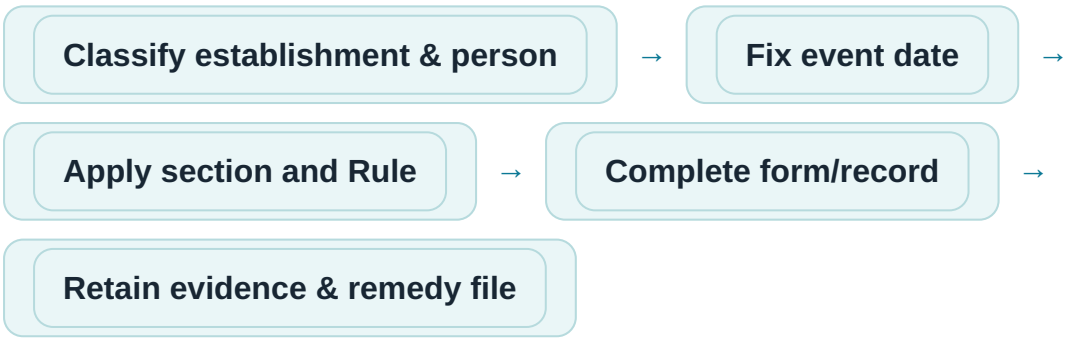
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 6-15 | Central Rules mapped: 6 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 6: Duties of employer

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 6 in the official source. Statutory title: Duties of employer.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 5: Rule 5 — Annual health examination of employees

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 6: Rule 6 — Letter of appointment to employee

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 7: Rule 7 — Notice of accidents and dangerous occurrences

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 8: Rule 8 — Notice of disease

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 5, Rule 6, Rule 7, Rule 8 | Official source: section 6.

Section 7: Duties and responsibilities of owner, agent and manager in relation to mine

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 7 in the official source. Statutory title: Duties and responsibilities of owner, agent and manager in relation to mine.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.

9. Run initial, refresher, special and post-absence training before assigning hazardous work.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 7.

Section 8: Duties of designers, manufacturers, importers or suppliers

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 8 in the official source. Statutory title: Duties of designers, manufacturers, importers or suppliers.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 8.

Section 9: Duties of architect, project engineer and designer

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 9 in the official source. Statutory title: Duties of architect, project engineer and designer.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 9.

Section 10: Notice of certain accident

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 10 in the official source. Statutory title: Notice of certain accident.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Stabilise the emergency and arrange rescue, first aid and medical treatment before administrative reporting.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Classify death, injury, lost-time incapacity, dangerous occurrence or occupational disease against the statutory trigger.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Notify every prescribed authority, police/family where applicable, in the required form and within the specific clock.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Preserve the first incident record, scene evidence, witness accounts, equipment state and later corrections.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 7: Rule 7 — Notice of accidents and dangerous occurrences

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 7 | Official source: section 10.

Section 11: Notice of certain dangerous occurrences

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 11 in the official source. Statutory title: Notice of certain dangerous occurrences.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Stabilise the emergency and arrange rescue, first aid and medical treatment before administrative reporting.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Classify death, injury, lost-time incapacity, dangerous occurrence or occupational disease against the statutory trigger.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Notify every prescribed authority, police/family where applicable, in the required form and within the specific clock.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Preserve the first incident record, scene evidence, witness accounts, equipment state and later corrections.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 7: Rule 7 — Notice of accidents and dangerous occurrences

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 7 | Official source: section 11.

Section 12: Notice of certain diseases

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 12 in the official source. Statutory title: Notice of certain diseases.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Stabilise the emergency and arrange rescue, first aid and medical treatment before administrative reporting.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Classify death, injury, lost-time incapacity, dangerous occurrence or occupational disease against the statutory trigger.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Notify every prescribed authority, police/family where applicable, in the required form and within the specific clock.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Preserve the first incident record, scene evidence, witness accounts, equipment state and later corrections.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 8: Rule 8 — Notice of disease

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 8 | Official source: section 12.

Section 13: Duties of employee

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 13 in the official source. Statutory title: Duties of employee.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 9: Rule 9 — Duties of employee

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 9 | Official source: section 13.

Section 14: Rights of employee

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 14 in the official source. Statutory title: Rights of employee.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 10: Rule 10 — Rights of employee

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 10 | Official source: section 14.

Section 15: Duty not to interfere with or misuse things

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 15 in the official source. Statutory title: Duty not to interfere with or misuse things.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

> Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 15.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
5	Rule 5 — Annual health examination of employees	Source-controlled mapping
6	Rule 6 — Letter of appointment to employee	Source-controlled mapping
7	Rule 7 — Notice of accidents and dangerous occurrences	Source-controlled mapping
8	Rule 8 — Notice of disease	Source-controlled mapping
9	Rule 9 — Duties of employee	Source-controlled mapping
10	Rule 10 — Rights of employee	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	

	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 6 - Duties of employer?

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 - Duties and responsibilities of owner, agent and manager in relation to mine?

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 - Duties of designers, manufacturers, importers or suppliers?

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 9 - Duties of architect, project engineer and designer?

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 10 - Notice of certain accident?

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 11 - Notice of certain dangerous occurrences?

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 12 - Notice of certain diseases?

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 13 - Duties of employee?

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

Chapter IV - Occupational safety and health

This chapter turns occupational safety and health into an operational control file. It covers National Occupational Safety and Health Advisory Board, State Occupational Safety and Health Advisory Board, Occupational safety and health standards, Research related activities; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 16: National Occupational Safety and Health Advisory Board
- Section 17: State Occupational Safety and Health Advisory Board
- Section 18: Occupational safety and health standards
- Section 19: Research related activities
- Section 20: Safety and occupational health surveys

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: risk-assessment, training, protective-equipment, reporting and emergency-control failures.

Employee / worker remedy

a safe workplace, information/training, protective measures and complaint/reporting routes. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 occupational safety and health, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

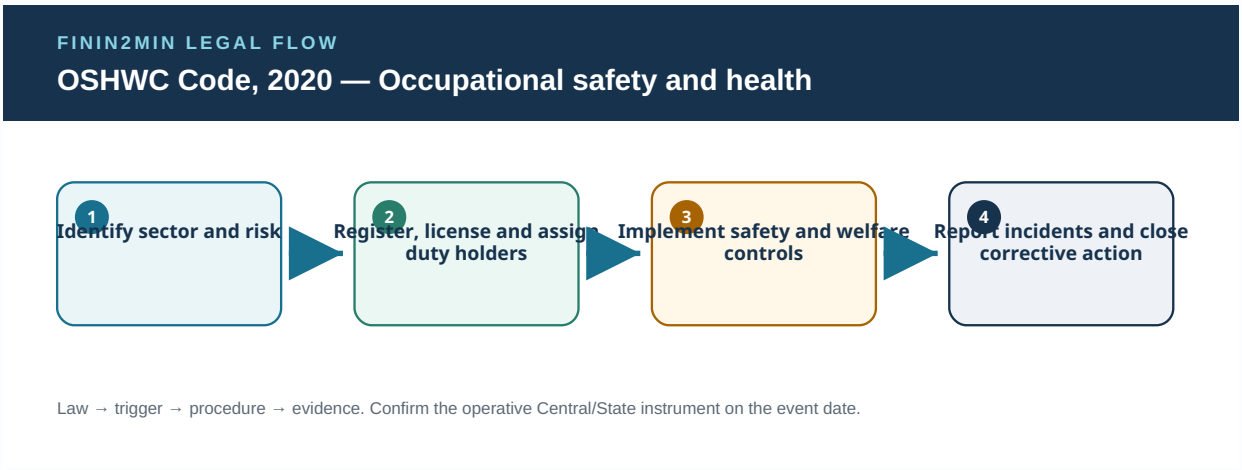
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter IV - Occupational safety and health

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

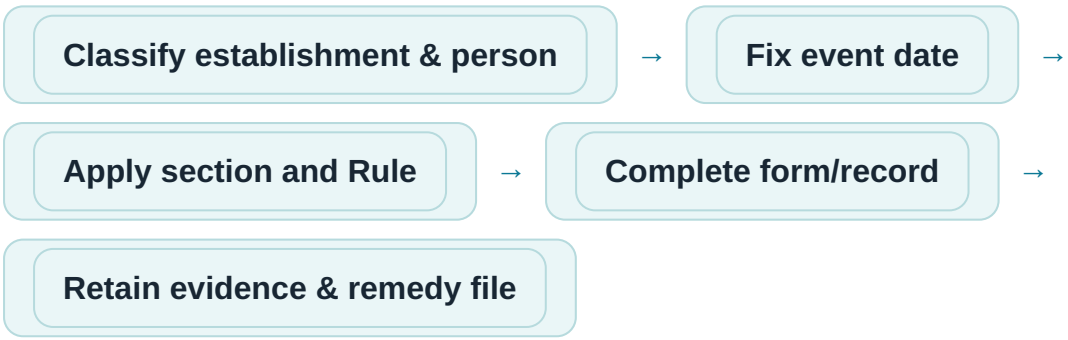
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 16-22 | Central Rules mapped: 11 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 16: National Occupational Safety and Health Advisory Board

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 16 in the official source. Statutory title: National Occupational Safety and Health Advisory Board.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Test the establishment/sector threshold and identify the appointing authority or employer obligation.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Document balanced composition, competency, independence, tenure and replacement arrangements.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Set a meeting calendar and agenda covering incidents, risk assessment, worker concerns and corrective actions.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.

9. Record dissent, action owners, due dates and escalation of unresolved imminent risks.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 11: Rule 11 — Provisions relating to National Occupational Safety and Health Advisory Board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 12: Rule 12 — Technical Committees or Advisory Committees

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 11, Rule 12 | Official source: section 16.

Section 17: State Occupational Safety and Health Advisory Board

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 17 in the official source. Statutory title: State Occupational Safety and Health Advisory Board.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Test the establishment/sector threshold and identify the appointing authority or employer obligation.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Document balanced composition, competency, independence, tenure and replacement arrangements.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Set a meeting calendar and agenda covering incidents, risk assessment, worker concerns and corrective actions.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.

9. Record dissent, action owners, due dates and escalation of unresolved imminent risks.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 17.

Section 18: Occupational safety and health standards

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 18 in the official source. Statutory title: Occupational safety and health standards.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Create a named control owner and maker-checker evidence trail.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 11: Rule 11 — Provisions relating to National Occupational Safety and Health Advisory Board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 12: Rule 12 — Technical Committees or Advisory Committees

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 11, Rule 12 | Official source: section 18.

Section 19: Research related activities

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 19 in the official source. Statutory title: Research related activities.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 19.

Section 20: Safety and occupational health surveys

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 20 in the official source. Statutory title: Safety and occupational health surveys.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 20.

Section 21: Collection of statistics and portal for inter-State migrant workers

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 21 in the official source. Statutory title: Collection of statistics and portal for inter-State migrant workers.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the principal employer, contractor, worksite, worker category and inter-State movement facts.
3. Identify migrant status using recruitment, residence and deployment facts rather than contractor labels alone.
4. Test registration/licensing, threshold, appointment, journey allowance, displacement or other worker entitlement triggers.
5. Capture origin, destination, emergency contact and skills information with privacy safeguards.
6. Reconcile attendance, wage, social-security, accommodation, safety and contractor invoice records worker by worker.
7. Provide prescribed facilities and journey allowance without unlawful deduction.
8. Create a principal-employer recovery file without treating contractual indemnity as a substitute for statutory performance.
9. Display and communicate helpline/grievance access in a language understood by workers.

10. Map inspection, claim, recovery, appeal and penal consequences for both principal employer and contractor.

Applicable Central Rules immediately below the provision

Central Rule 13: Rule 13 — Collection of statistics and portal for inter-State migrant workers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 13 | Official source: section 21.

Section 22: Safety Committee and safety officers

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 22 in the official source. Statutory title: Safety Committee and safety officers.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Test the establishment/sector threshold and identify the appointing authority or employer obligation.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Document balanced composition, competency, independence, tenure and replacement arrangements.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Set a meeting calendar and agenda covering incidents, risk assessment, worker concerns and corrective actions.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Record dissent, action owners, due dates and escalation of unresolved imminent risks.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 14: Rule 14 — Safety Committee

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 15: Rule 15 — Composition of Safety Committee

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 16: Rule 16 — Composition of Safety Committee in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 17: Rule 17 — Functions of Safety Committee in case of Mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 18: Rule 18 — Safety officer for Dock Work and Building or Other Construction Work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 19: Rule 19 — Duties of Safety Officers in case of dock work and building or other construction work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 20: Rule 20 — Safety officer in case of mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 21: Rule 21 — Duties of Safety Officer in case of mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 14, Rule 15, Rule 16, Rule 17, Rule 18, Rule 19, Rule 20, Rule 21 | Official source: section 22.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
11	Rule 11 — Provisions relating to National Occupational Safety and Health Advisory Board	Source-controlled mapping
12	Rule 12 — Technical Committees or Advisory Committees	Source-controlled mapping
13	Rule 13 — Collection of statistics and portal for inter-State migrant workers	Source-controlled mapping
14	Rule 14 — Safety Committee	Source-controlled mapping
15	Rule 15 — Composition of Safety Committee	Source-controlled mapping
16	Rule 16 — Composition of Safety Committee in mines	Source-controlled mapping
17	Rule 17 — Functions of Safety Committee in case of Mines	Source-controlled mapping
18	Rule 18 — Safety officer for Dock Work and Building or Other Construction Work	Source-controlled mapping
19	Rule 19 — Duties of Safety Officers in case of dock work and building or other construction work	Source-controlled mapping
20	Rule 20 — Safety officer in case of mines	Source-controlled mapping
21	Rule 21 — Duties of Safety Officer in case of mines	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.

- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 16 - National Occupational Safety and Health Advisory 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 17 - State Occupational Safety and Health Advisory 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 18 - Occupational safety and health standards?

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 19 - Research related activities?

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 20 - Safety and occupational health surveys?

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 21 - Collection of statistics and portal for inter-State migrant workers?

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 22 - Safety Committee and safety officers?

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 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

Chapter V - Health, safety and working conditions

This chapter turns health, safety and working conditions into an operational control file. It covers Responsibility of employer for maintaining health, safety and working conditions; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 23: Responsibility of employer for maintaining health, safety and working conditions

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: risk-assessment, training, protective-equipment, reporting and emergency-control failures.

Employee / worker remedy

a safe workplace, information/training, protective measures and complaint/reporting routes. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 health, safety and working conditions, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

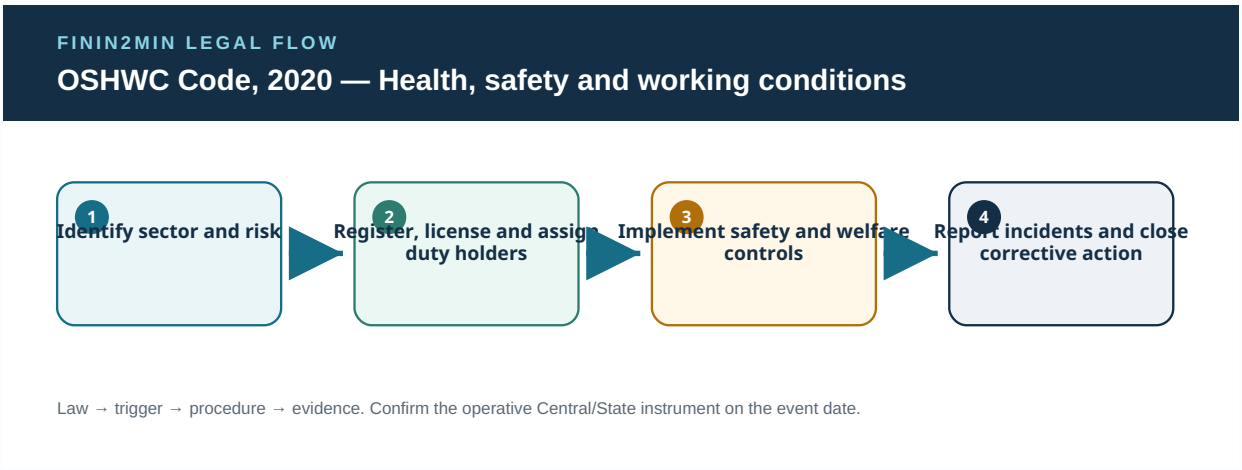
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter V - Health, safety and working conditions

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

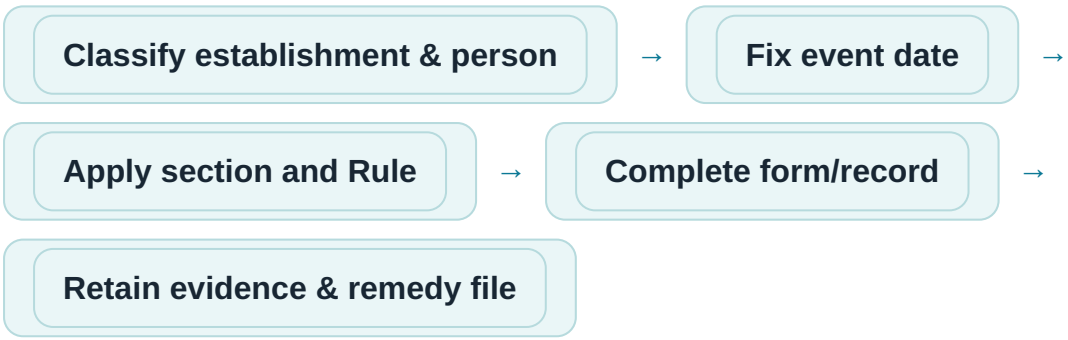
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 23-23 | Central Rules mapped: 27 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 23: Responsibility of employer for maintaining health, safety and working conditions

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 23 in the official source. Statutory title: Responsibility of employer for maintaining health, safety and working conditions.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.

8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Create a named control owner and maker-checker evidence trail.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 22: Rule 22 — Cleanliness and hygiene

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 23: Rule 23 — Ventilation, temperature and humidity

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 24: Rule 24 — Precaution against dust, noxious gas, fumes and other impurities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 25: Rule 25 — Artificial humidification

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 26: Rule 26 — Cleanliness and hygiene

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 27: Rule 27 — Ventilation, temperature and humidity

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 28: Rule 28 — Precaution against dust, noxious gas, fumes and other impurities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 29: Rule 29 — Artificial Humidification

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 30: Rule 30 — Cleanliness and hygiene

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 31: Rule 31 — Ventilation, temperature and humidity

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 32: Rule 32 — Precaution against dust, noxious gas, fumes and other impurities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 33: Rule 33 — Cleanliness and hygiene

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 34: Rule 34 — Ventilation, temperature and humidity

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 35: Rule 35 — Precaution against dust

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 36: Rule 36 — Cleanliness and hygiene

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 37: Rule 37 — Ventilation, temperature and humidity

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 38: Rule 38 — Precaution against dust, noxious gas, fumes and other impurities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 39: Rule 39 — Cleanliness and hygiene

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 40: Rule 40 — Ventilation, temperature and humidity

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 41: Rule 41 — Precaution against dust, noxious gas, fumes and other impurities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 42: Rule 42 — Cleanliness and hygiene

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 43: Rule 43 — Precaution against dust, noxious gas, fumes and other impurities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 44: Rule 44 — Potable water

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 45: Rule 45 — Overcrowding

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 46: Rule 46 — Lighting (Illumination)

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 47: Rule 47 — Latrine and urinal accommodation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 48: Rule 48 — Treatment of waste and effluents

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 22, Rule 23, Rule 24, Rule 25, Rule 26, Rule 27, Rule 28, Rule 29, Rule 30, Rule 31, Rule 32, Rule 33, Rule 34, Rule 35, Rule 36, Rule 37, Rule 38, Rule 39, Rule 40, Rule 41, Rule 42, Rule 43, Rule 44, Rule 45, Rule 46, Rule 47, Rule 48 | Official source: section 23.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
22	Rule 22 — Cleanliness and hygiene	Source-controlled mapping
23	Rule 23 — Ventilation, temperature and humidity	Source-controlled mapping
24	Rule 24 — Precaution against dust, noxious gas, fumes and other impurities	Source-controlled mapping

Rule	Subject	Text/control status
25	Rule 25 — Artificial humidification	Source-controlled mapping
26	Rule 26 — Cleanliness and hygiene	Source-controlled mapping
27	Rule 27 — Ventilation, temperature and humidity	Source-controlled mapping
28	Rule 28 — Precaution against dust, noxious gas, fumes and other impurities	Source-controlled mapping
29	Rule 29 — Artificial Humidification	Source-controlled mapping
30	Rule 30 — Cleanliness and hygiene	Source-controlled mapping
31	Rule 31 — Ventilation, temperature and humidity	Source-controlled mapping
32	Rule 32 — Precaution against dust, noxious gas, fumes and other impurities	Source-controlled mapping
33	Rule 33 — Cleanliness and hygiene	Source-controlled mapping
34	Rule 34 — Ventilation, temperature and humidity	Source-controlled mapping
35	Rule 35 — Precaution against dust	Source-controlled mapping
36	Rule 36 — Cleanliness and hygiene	Source-controlled mapping
37	Rule 37 — Ventilation, temperature and humidity	Source-controlled mapping
38	Rule 38 — Precaution against dust, noxious gas, fumes and other impurities	Source-controlled mapping

Rule	Subject	Text/control status
39	Rule 39 — Cleanliness and hygiene	Source-controlled mapping
40	Rule 40 — Ventilation, temperature and humidity	Source-controlled mapping
41	Rule 41 — Precaution against dust, noxious gas, fumes and other impurities	Source-controlled mapping
42	Rule 42 — Cleanliness and hygiene	Source-controlled mapping
43	Rule 43 — Precaution against dust, noxious gas, fumes and other impurities	Source-controlled mapping
44	Rule 44 — Potable water	Source-controlled mapping
45	Rule 45 — Overcrowding	Source-controlled mapping
46	Rule 46 — Lighting (Illumination)	Source-controlled mapping
47	Rule 47 — Latrine and urinal accommodation	Source-controlled mapping
48	Rule 48 — Treatment of waste and effluents	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action

Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Predecessor law	Transition control
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 23 - Responsibility of employer for maintaining health, safety and working conditions?

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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter VI - Welfare

This chapter turns welfare into an operational control file. It covers Welfare facilities in the establishment, etc.; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 24: Welfare facilities in the establishment, etc.

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 welfare, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

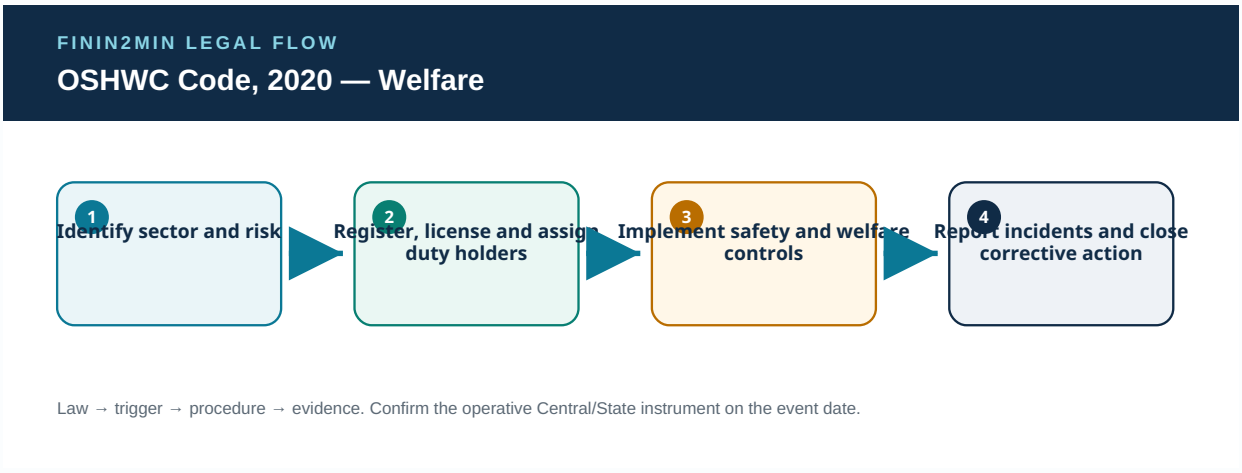
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter VI - Welfare

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

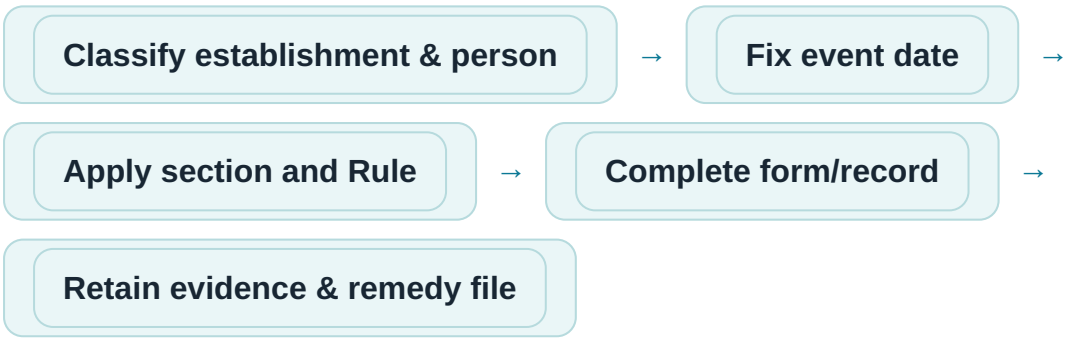
Review date: 2026-07-18
Authors: CA Nikhil Gupta & Kajri Singh
Sections: 24-24
Central Rules mapped: 15
Official source viewer + local analytical map



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 24: Welfare facilities in the establishment, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 24 in the official source. Statutory title: Welfare facilities in the establishment, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the worker, shift, establishment and State/Central sphere before applying hours or welfare conditions.
3. Determine the applicable worker threshold, sector and gender/age-related requirement.
4. Map daily/weekly limits, spread-over, rest, consent, transport, security, leave and overtime requirements as applicable.
5. Provide the facility at the required location, capacity, accessibility and operating hours.
6. Configure roster, attendance and payroll controls so operational scheduling cannot bypass the statutory condition.
7. Appoint trained personnel and maintain supplies, hygiene and emergency readiness.
8. Retain worker consent/communication, risk assessment, facility records, inspections and payment evidence.
9. Do not recover prohibited costs from workers; document service contracts and inspections.

10. Provide a complaint and correction route and test State variations, exemption conditions and consequences.

Applicable Central Rules immediately below the provision

Central Rule 49: Rule 49 — Washing facility

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 50: Rule 50 — Provisions of bathing places and locker rooms

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 51: Rule 51 — Keeping of cloth not worn during working hour

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 52: Rule 52 — Sitting arrangement

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 53: Rule 53 — Provision of Canteen

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 54: Rule 54 — First Aid and Medical Appliances

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 55: Rule 55 — Ambulance Room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 56: Rule 56 — Shelter and Rest Room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 57: Rule 57 — Welfare Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 58: Rule 58 — Crèche Facility

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 59: Rule 59 — Mock Drills

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 60: Rule 60 — Medical Examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 61: Rule 61 — Residential facilities for workers including contract labours

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 62: Rule 62 — Living accommodation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 63: Rule 63 — Medical facilities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 49, Rule 50, Rule 51, Rule 52, Rule 53, Rule 54, Rule 55, Rule 56, Rule 57, Rule 58, Rule 59, Rule 60, Rule 61, Rule 62, Rule 63 | Official source: section 24.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
49	Rule 49 — Washing facility	Source-controlled mapping
50	Rule 50 — Provisions of bathing places and locker rooms	Source-controlled mapping
51	Rule 51 — Keeping of cloth not worn during working hour	Source-controlled mapping
52	Rule 52 — Sitting arrangement	

Rule	Subject	Text/control status
		Source-controlled mapping
53	Rule 53 — Provision of Canteen	Source-controlled mapping
54	Rule 54 — First Aid and Medical Appliances	Source-controlled mapping
55	Rule 55 — Ambulance Room	Source-controlled mapping
56	Rule 56 — Shelter and Rest Room	Source-controlled mapping
57	Rule 57 — Welfare Officer	Source-controlled mapping
58	Rule 58 — Crèche Facility	Source-controlled mapping
59	Rule 59 — Mock Drills	Source-controlled mapping
60	Rule 60 — Medical Examination	Source-controlled mapping
61	Rule 61 — Residential facilities for workers including contract labours	Source-controlled mapping
62	Rule 62 — Living accommodation	Source-controlled mapping
63	Rule 63 — Medical facilities	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.

- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 24 - Welfare facilities in the establishment, etc.?

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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter VII - Hours and annual leave

This chapter turns hours and annual leave into an operational control file. It covers Daily and weekly working hours, leave, etc., Weekly and compensatory holidays, Extra wages for overtime, Night shifts; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 25: Daily and weekly working hours, leave, etc.
- Section 26: Weekly and compensatory holidays
- Section 27: Extra wages for overtime
- Section 28: Night shifts
- Section 29: Prohibition of overlapping shifts

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
- Notice
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: excess hours, rest-day, spread-over, overtime or leave-record failures.

Employee / worker remedy

statutory hours, rest, overtime and leave protections subject to sector and State conditions. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 hours and annual leave, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

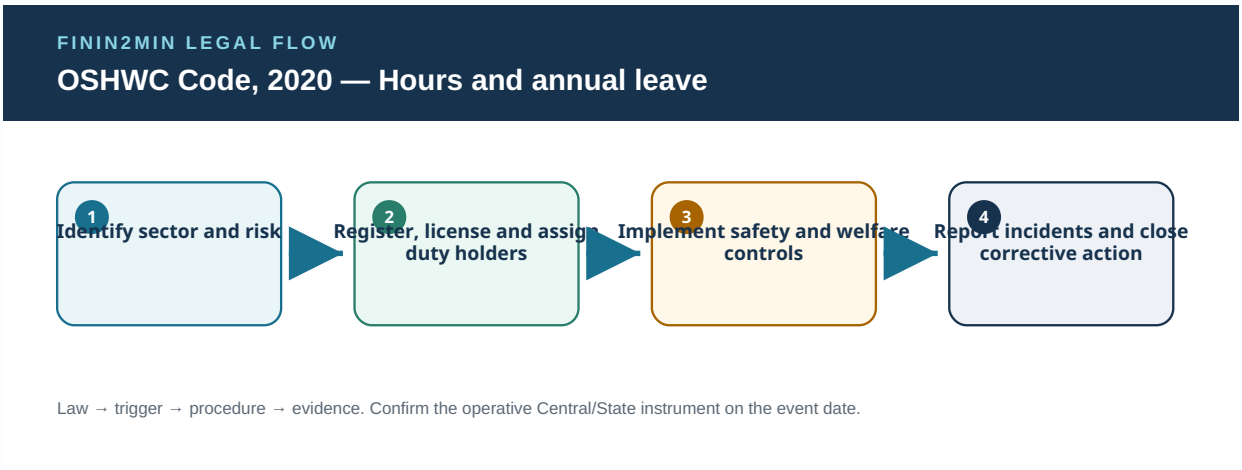
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter VII - Hours and annual leave

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

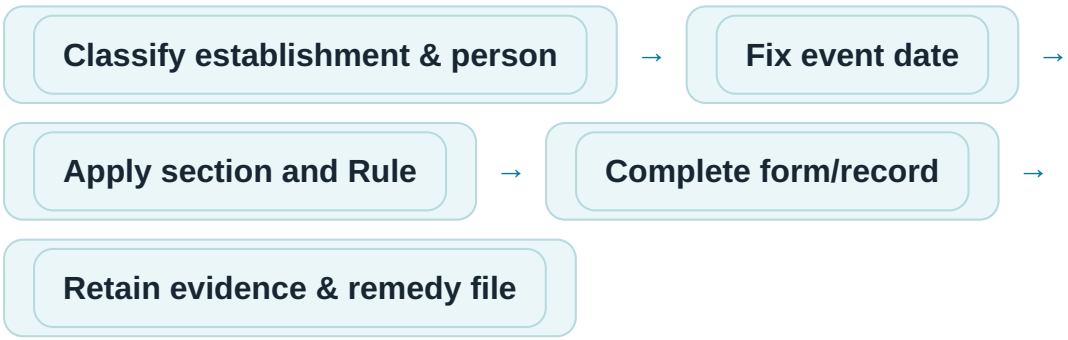
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 25-32 | Central Rules mapped: 9 | Official source viewer + local analytical map



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 25: Daily and weekly working hours, leave, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 25 in the official source. Statutory title: Daily and weekly working hours, leave, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the worker, shift, establishment and State/Central sphere before applying hours or welfare conditions.
3. Classify the employee and sector before applying daily, weekly, spread-over, rest and night-work rules.
4. Map daily/weekly limits, spread-over, rest, consent, transport, security, leave and overtime requirements as applicable.
5. Configure rosters so ordinary hours, intervals, weekly rest and compensatory holidays are visible before deployment.
6. Configure roster, attendance and payroll controls so operational scheduling cannot bypass the statutory condition.
7. Authorise and calculate overtime under the Code on Wages and preserve the approval/payment trail.
8. Retain worker consent/communication, risk assessment, facility records, inspections and payment evidence.
9. Prevent overlapping shifts and prohibited double employment through declarations and attendance analytics.

10. Provide a complaint and correction route and test State variations, exemption conditions and consequences.

Applicable Central Rules immediately below the provision

Central Rule 64: Rule 64 — Working Hours

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 65: Rule 65 — Working hours of working journalist

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 66: Rule 66 — Holidays and leaves for sales promotion employees and working journalist

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 64, Rule 65, Rule 66 | Official source: section 25.

Section 26: Weekly and compensatory holidays

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 26 in the official source. Statutory title: Weekly and compensatory holidays.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Classify the employee and sector before applying daily, weekly, spread-over, rest and night-work rules.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Configure rosters so ordinary hours, intervals, weekly rest and compensatory holidays are visible before deployment.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Authorise and calculate overtime under the Code on Wages and preserve the approval/payment trail.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Prevent overlapping shifts and prohibited double employment through declarations and attendance analytics.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 67: Rule 67 — Weekly holiday

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 68: Rule 68 — Compensatory holidays

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 67, Rule 68 | Official source: section 26.

Section 27: Extra wages for overtime

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 27 in the official source. Statutory title: Extra wages for overtime.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Classify the employee and sector before applying daily, weekly, spread-over, rest and night-work rules.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Configure rosters so ordinary hours, intervals, weekly rest and compensatory holidays are visible before deployment.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Authorise and calculate overtime under the Code on Wages and preserve the approval/payment trail.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Prevent overlapping shifts and prohibited double employment through declarations and attendance analytics.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 69: Rule 69 — Wages for overtime

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 69 | Official source: section 27.

Section 28: Night shifts

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 28 in the official source. Statutory title: Night shifts.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the worker, shift, establishment and State/Central sphere before applying hours or welfare conditions.
3. Classify the employee and sector before applying daily, weekly, spread-over, rest and night-work rules.
4. Map daily/weekly limits, spread-over, rest, consent, transport, security, leave and overtime requirements as applicable.
5. Configure rosters so ordinary hours, intervals, weekly rest and compensatory holidays are visible before deployment.
6. Configure roster, attendance and payroll controls so operational scheduling cannot bypass the statutory condition.
7. Authorise and calculate overtime under the Code on Wages and preserve the approval/payment trail.
8. Retain worker consent/communication, risk assessment, facility records, inspections and payment evidence.
9. Prevent overlapping shifts and prohibited double employment through declarations and attendance analytics.

10. Provide a complaint and correction route and test State variations, exemption conditions and consequences.

Applicable Central Rules immediately below the provision

Central Rule 64: Rule 64 — Working Hours

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 65: Rule 65 — Working hours of working journalist

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 66: Rule 66 — Holidays and leaves for sales promotion employees and working journalist

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 67: Rule 67 — Weekly holiday

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 68: Rule 68 — Compensatory holidays

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 69: Rule 69 — Wages for overtime

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 70: Rule 70 — Restriction on double employment in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 71: Rule 71 — Notice of periods of work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 64, Rule 65, Rule 66, Rule 67, Rule 68, Rule 69, Rule 70, Rule 71 | Official source: section 28.

Section 29: Prohibition of overlapping shifts

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 29 in the official source. Statutory title: Prohibition of overlapping shifts.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 64: Rule 64 — Working Hours

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 65: Rule 65 — Working hours of working journalist

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 66: Rule 66 — Holidays and leaves for sales promotion employees and working journalist

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 67: Rule 67 — Weekly holiday

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 68: Rule 68 — Compensatory holidays

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 69: Rule 69 — Wages for overtime

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 70: Rule 70 — Restriction on double employment in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 71: Rule 71 — Notice of periods of work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 64, Rule 65, Rule 66, Rule 67, Rule 68, Rule 69, Rule 70, Rule 71 | Official source: section 29.

Section 30: Restriction on double employment in factory and mine

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 30 in the official source. Statutory title: Restriction on double employment in factory and mine.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Classify the employee and sector before applying daily, weekly, spread-over, rest and night-work rules.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Configure rosters so ordinary hours, intervals, weekly rest and compensatory holidays are visible before deployment.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Authorise and calculate overtime under the Code on Wages and preserve the approval/payment trail.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.

9. Prevent overlapping shifts and prohibited double employment through declarations and attendance analytics.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

Central Rule 70: Rule 70 — Restriction on double employment in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 70 | Official source: section 30.

Section 31: Notice of periods of work

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 31 in the official source. Statutory title: Notice of periods of work.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Classify the employee and sector before applying daily, weekly, spread-over, rest and night-work rules.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Configure rosters so ordinary hours, intervals, weekly rest and compensatory holidays are visible before deployment.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Authorise and calculate overtime under the Code on Wages and preserve the approval/payment trail.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Prevent overlapping shifts and prohibited double employment through declarations and attendance analytics.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 71: Rule 71 — Notice of periods of work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 71 | Official source: section 31.

Section 32: Annual leave with wages, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 32 in the official source. Statutory title: Annual leave with wages, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the worker, shift, establishment and State/Central sphere before applying hours or welfare conditions.
3. Classify the employee and sector before applying daily, weekly, spread-over, rest and night-work rules.
4. Map daily/weekly limits, spread-over, rest, consent, transport, security, leave and overtime requirements as applicable.
5. Configure rosters so ordinary hours, intervals, weekly rest and compensatory holidays are visible before deployment.
6. Configure roster, attendance and payroll controls so operational scheduling cannot bypass the statutory condition.
7. Authorise and calculate overtime under the Code on Wages and preserve the approval/payment trail.
8. Retain worker consent/communication, risk assessment, facility records, inspections and payment evidence.
9. Prevent overlapping shifts and prohibited double employment through declarations and attendance analytics.

10. Provide a complaint and correction route and test State variations, exemption conditions and consequences.

Applicable Central Rules immediately below the provision

Central Rule 76: Rule 76 — Register of leave with wages

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 76 | Official source: section 32.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
64	Rule 64 — Working Hours	Source-controlled mapping
65	Rule 65 — Working hours of working journalist	Source-controlled mapping
66	Rule 66 — Holidays and leaves for sales promotion employees and working journalist	Source-controlled mapping
67	Rule 67 — Weekly holiday	Source-controlled mapping
68	Rule 68 — Compensatory holidays	Source-controlled mapping
69	Rule 69 — Wages for overtime	Source-controlled mapping
70	Rule 70 — Restriction on double employment in mines	Source-controlled mapping
71	Rule 71 — Notice of periods of work	Source-controlled mapping
76	Rule 76 — Register of leave with wages	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Predecessor law	Transition control
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.

- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 25 - Daily and weekly working hours, leave, etc.?

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 26 - Weekly and compensatory holidays?

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 27 - Extra wages for overtime?

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 28 - Night shifts?

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 29 - Prohibition of overlapping shifts?

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 30 - Restriction on double employment in factory and mine?

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 31 - Notice of periods of work?

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 32 - Annual leave with wages, etc.?

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

Chapter VIII - Registers and returns

This chapter turns registers and returns into an operational control file. It covers Maintenance of registers, records and filing of returns; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 33: Maintenance of registers, records and filing of returns

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
- Notice
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 registers and returns, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

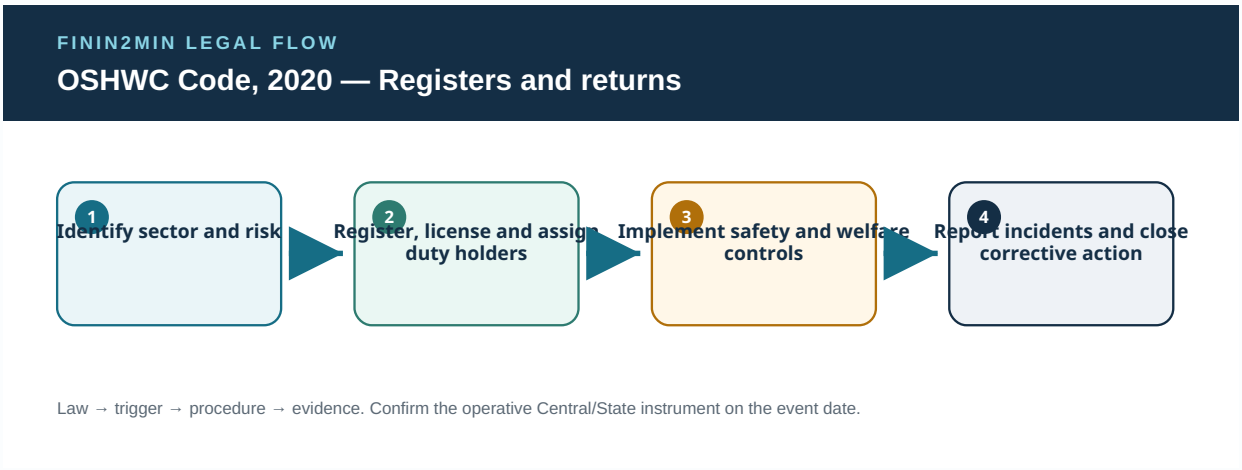
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter VIII - Registers and returns

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

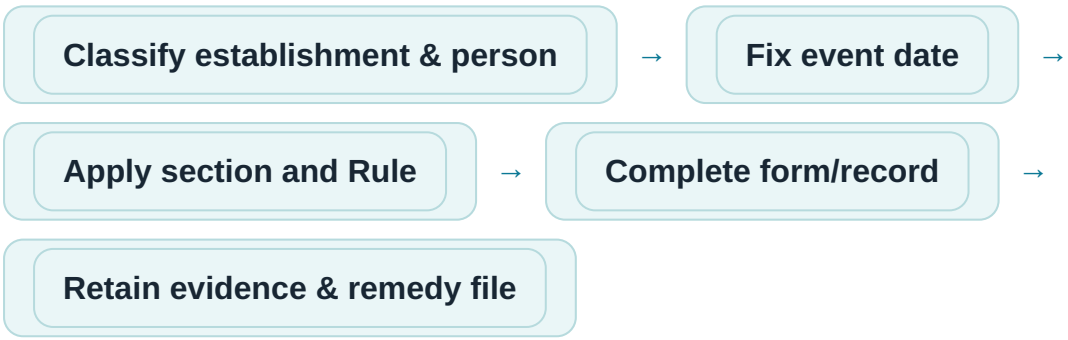
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 33-33 | Central Rules mapped: 5 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 33: Maintenance of registers, records and filing of returns

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 33 in the official source. Statutory title: Maintenance of registers, records and filing of returns.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the prescribed form, data owner, filing frequency and competent recipient.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Maintain one controlled source of truth across HRIS, attendance, payroll, contractor and safety systems.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Use maker-checker validation and reconcile totals before filing or display.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Preserve acknowledgements, corrections and version history for the required retention period.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 72: Rule 72 — Maintenance and production of reports, registers and other records

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 73: Rule 73 — Display on notice board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 74: Rule 74 — Annual Return

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 75: Rule 75 — Register of accident and dangerous occurrences

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 76: Rule 76 — Register of leave with wages

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

> Mapped Rules: Rule 72, Rule 73, Rule 74, Rule 75, Rule 76 | Official source: section 33.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
72	Rule 72 — Maintenance and production of reports, registers and other records	Source-controlled mapping
73	Rule 73 — Display on notice board	Source-controlled mapping
74	Rule 74 — Annual Return	Source-controlled mapping
75	Rule 75 — Register of accident and dangerous occurrences	Source-controlled mapping
76	Rule 76 — Register of leave with wages	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	

	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 33 - Maintenance of registers, records and filing of returns?

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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter IX - Inspector and authority

This chapter turns inspector and authority into an operational control file. It covers Appointment of Inspector-cum-Facilitators, Powers of Inspector-cum-Facilitators, Powers and duties of District Magistrate, Third party audit and certification; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 34: Appointment of Inspector-cum-Facilitators
- Section 35: Powers of Inspector-cum-Facilitators
- Section 36: Powers and duties of District Magistrate
- Section 37: Third party audit and certification
- Section 38: Special powers of Inspector-cum-Facilitator in respect of factory, mines, dock work and building or other construction work

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 inspector and authority, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

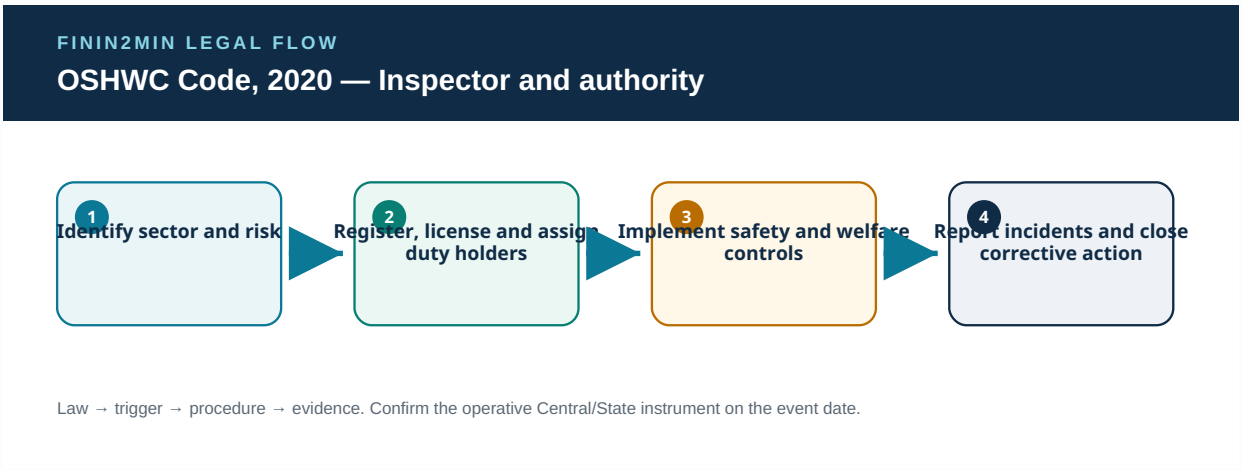
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter IX - Inspector and authority

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

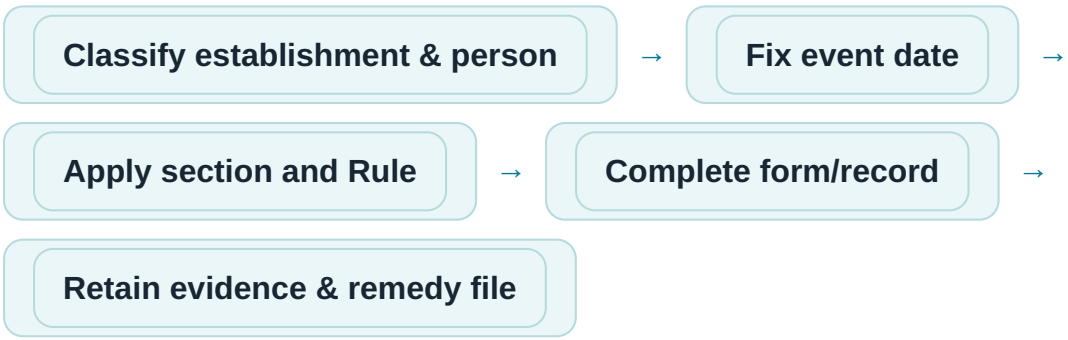
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 34-42 | Central Rules mapped: 6 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 34: Appointment of Inspector-cum-Facilitators

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 34 in the official source. Statutory title: Appointment of Inspector-cum-Facilitators.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Verify appointment, territorial/subject jurisdiction and the statutory power relied on by the Inspector-cum-Facilitator.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Nominate an authorised response owner without obstructing lawful entry, examination, sampling or document access.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Index the requested registers, licences, worker records, contractor files and electronic data before production.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Record every item supplied, statement made, sample taken, direction issued and corrective action closed.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.

10. Escalate privilege, confidentiality, self-incrimination, appeal and prosecution issues through the proper legal channel.

Applicable Central Rules immediately below the provision

Central Rule 78: Rule 78 — Powers and duties of Inspector-cum-Facilitator

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 78 | Official source: section 34.

Section 35: Powers of Inspector-cum-Facilitators

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 35 in the official source. Statutory title: Powers of Inspector-cum-Facilitators.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Verify appointment, territorial/subject jurisdiction and the statutory power relied on by the Inspector-cum-Facilitator.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Nominate an authorised response owner without obstructing lawful entry, examination, sampling or document access.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Index the requested registers, licences, worker records, contractor files and electronic data before production.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Record every item supplied, statement made, sample taken, direction issued and corrective action closed.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.

10. Escalate privilege, confidentiality, self-incrimination, appeal and prosecution issues through the proper legal channel.

Applicable Central Rules immediately below the provision

Central Rule 77: Rule 77 — Power to take samples of any articles or substances

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 78: Rule 78 — Powers and duties of Inspector-cum-Facilitator

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 77, Rule 78 | Official source: section 35.

Section 36: Powers and duties of District Magistrate

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 36 in the official source. Statutory title: Powers and duties of District Magistrate.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 79: Rule 79 — Powers and Duties of District Magistrate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 79 | Official source: section 36.

Section 37: Third party audit and certification

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 37 in the official source. Statutory title: Third party audit and certification.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 80: Rule 80 — Qualifications and experiences, duties and responsibilities of experts

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 80 | Official source: section 37.

Section 38: Special powers of Inspector-cum-Facilitator in respect of factory, mines, dock work and building or other construction work

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 38 in the official source. Statutory title: Special powers of Inspector-cum-Facilitator in respect of factory, mines, dock work and building or other construction work.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Verify appointment, territorial/subject jurisdiction and the statutory power relied on by the Inspector-cum-Facilitator.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Nominate an authorised response owner without obstructing lawful entry, examination, sampling or document access.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Index the requested registers, licences, worker records, contractor files and electronic data before production.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.

8. Record every item supplied, statement made, sample taken, direction issued and corrective action closed.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.
10. Escalate privilege, confidentiality, self-incrimination, appeal and prosecution issues through the proper legal channel.

Applicable Central Rules immediately below the provision

Central Rule 77: Rule 77 — Power to take samples of any articles or substances

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 78: Rule 78 — Powers and duties of Inspector-cum-Facilitator

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 79: Rule 79 — Powers and Duties of District Magistrate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 80: Rule 80 — Qualifications and experiences, duties and responsibilities of experts

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 81: Rule 81 — Appointment of Medical officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 82: Rule 82 — Duties of medical officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 77, Rule 78, Rule 79, Rule 80, Rule 81, Rule 82 | Official source: section 38.

Section 39: Secrecy of information by Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 39 in the official source. Statutory title: Secrecy of information by Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Verify appointment, territorial/subject jurisdiction and the statutory power relied on by the Inspector-cum-Facilitator.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Nominate an authorised response owner without obstructing lawful entry, examination, sampling or document access.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Index the requested registers, licences, worker records, contractor files and electronic data before production.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.

8. Record every item supplied, statement made, sample taken, direction issued and corrective action closed.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.
10. Escalate privilege, confidentiality, self-incrimination, appeal and prosecution issues through the proper legal channel.

Applicable Central Rules immediately below the provision

Central Rule 77: Rule 77 — Power to take samples of any articles or substances

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 78: Rule 78 — Powers and duties of Inspector-cum-Facilitator

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 79: Rule 79 — Powers and Duties of District Magistrate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 80: Rule 80 — Qualifications and experiences, duties and responsibilities of experts

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 81: Rule 81 — Appointment of Medical officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 82: Rule 82 — Duties of medical officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 77, Rule 78, Rule 79, Rule 80, Rule 81, Rule 82 | Official source: section 39.

Section 40: Facilities to be afforded to Inspector-cum-Facilitator

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 40 in the official source. Statutory title: Facilities to be afforded to Inspector-cum-Facilitator.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Verify appointment, territorial/subject jurisdiction and the statutory power relied on by the Inspector-cum-Facilitator.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Nominate an authorised response owner without obstructing lawful entry, examination, sampling or document access.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Index the requested registers, licences, worker records, contractor files and electronic data before production.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Record every item supplied, statement made, sample taken, direction issued and corrective action closed.

9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.
10. Escalate privilege, confidentiality, self-incrimination, appeal and prosecution issues through the proper legal channel.

Applicable Central Rules immediately below the provision

Central Rule 77: Rule 77 — Power to take samples of any articles or substances

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 78: Rule 78 — Powers and duties of Inspector-cum-Facilitator

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 79: Rule 79 — Powers and Duties of District Magistrate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 80: Rule 80 — Qualifications and experiences, duties and responsibilities of experts

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 81: Rule 81 — Appointment of Medical officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 82: Rule 82 — Duties of medical officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 77, Rule 78, Rule 79, Rule 80, Rule 81, Rule 82 | Official source: section 40.

Section 41: Powers of special officer to enter, measure, etc., in relation to mine

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 41 in the official source. Statutory title: Powers of special officer to enter, measure, etc., in relation to mine.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.

9. Run initial, refresher, special and post-absence training before assigning hazardous work.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

Central Rule 77: Rule 77 — Power to take samples of any articles or substances

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 78: Rule 78 — Powers and duties of Inspector-cum-Facilitator

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 79: Rule 79 — Powers and Duties of District Magistrate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 80: Rule 80 — Qualifications and experiences, duties and responsibilities of experts

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 81: Rule 81 — Appointment of Medical officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 82: Rule 82 — Duties of medical officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 77, Rule 78, Rule 79, Rule 80, Rule 81, Rule 82 | Official source: section 41.

Section 42: Medical officer

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 42 in the official source. Statutory title: Medical officer.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 81: Rule 81 — Appointment of Medical officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 82: Rule 82 — Duties of medical officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 81, Rule 82 | Official source: section 42.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
78	Rule 78 — Powers and duties of Inspector-cum-Facilitator	Source-controlled mapping
77	Rule 77 — Power to take samples of any articles or substances	Source-controlled mapping
79	Rule 79 — Powers and Duties of District Magistrate	Source-controlled mapping
80	Rule 80 — Qualifications and experiences, duties and responsibilities of experts	Source-controlled mapping

Rule	Subject	Text/control status
81	Rule 81 — Appointment of Medical officer	Source-controlled mapping
82	Rule 82 — Duties of medical officer	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Predecessor law	Transition control
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 34 - Appointment of Inspector-cum-Facilitators?

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 35 - Powers of Inspector-cum-Facilitators?

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 36 - Powers and duties of District Magistrate?

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 37 - Third party audit and certification?

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 38 - Special powers of Inspector-cum-Facilitator in respect of factory, mines, dock work and building or other construction work?

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 39 - Secrecy of information by Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.?

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 40 - Facilities to be afforded to Inspector-cum-Facilitator?

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 41 - Powers of special officer to enter, measure, etc., in relation to mine?

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

Chapter X - Employment of women

This chapter turns employment of women into an operational control file. It covers Employment of women, Adequate safety of employment of women in dangerous operation; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 43: Employment of women
- Section 44: Adequate safety of employment of women in dangerous operation

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: unsafe deployment, consent/conditions, night-shift safeguards or discrimination.

Employee / worker remedy

equal opportunity, safe working conditions and protection against unlawful discrimination or unsafe deployment. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 of women, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

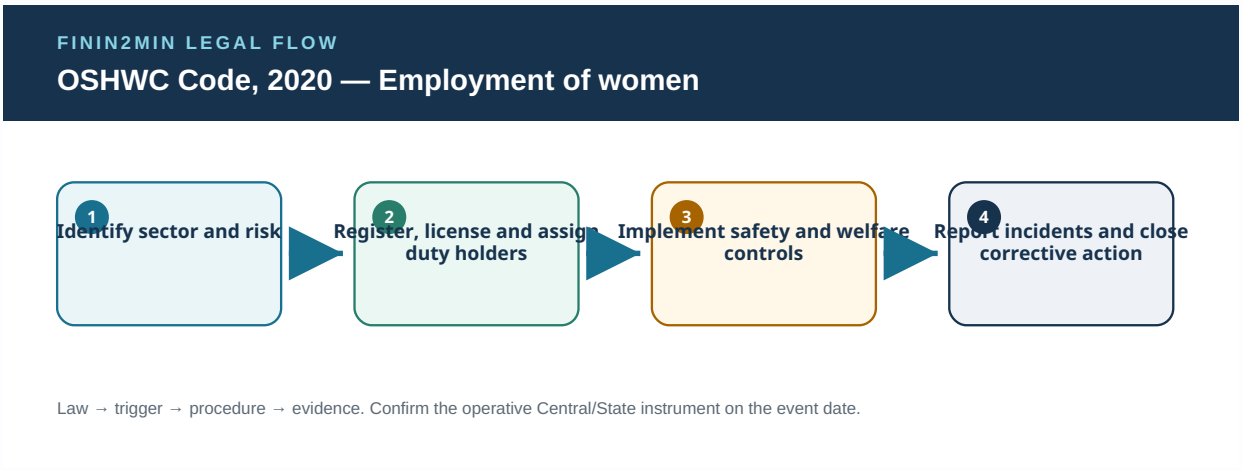
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter X - Employment of women

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

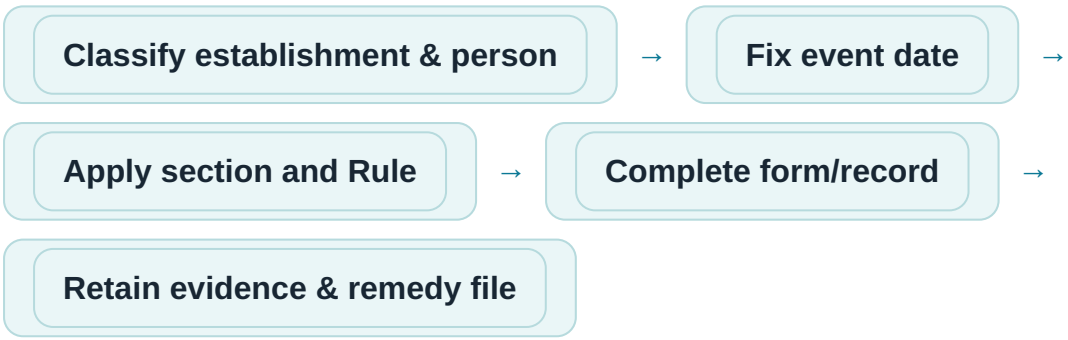
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 43-44 | Central Rules mapped: 2 | Official source viewer + local analytical map



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 43: Employment of women

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 43 in the official source. Statutory title: Employment of women.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the worker, shift, establishment and State/Central sphere before applying hours or welfare conditions.
3. Do not use sex-based exclusion unless a valid dangerous-operation restriction or risk-based legal condition applies.
4. Map daily/weekly limits, spread-over, rest, consent, transport, security, leave and overtime requirements as applicable.
5. For work before 6 a.m. or after 7 p.m., obtain consent and satisfy prescribed transport, security, supervision, welfare and grievance conditions.
6. Configure roster, attendance and payroll controls so operational scheduling cannot bypass the statutory condition.
7. Complete task-specific risk assessment, emergency response and harassment-prevention integration.
8. Retain worker consent/communication, risk assessment, facility records, inspections and payment evidence.
9. Ensure equal access to facilities, training, protective equipment and reporting channels.

10. Provide a complaint and correction route and test State variations, exemption conditions and consequences.

Applicable Central Rules immediately below the provision

Central Rule 83: Rule 83 — Employment of Women in establishment

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 83 | Official source: section 43.

Section 44: Adequate safety of employment of women in dangerous operation

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 44 in the official source. Statutory title: Adequate safety of employment of women in dangerous operation.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Do not use sex-based exclusion unless a valid dangerous-operation restriction or risk-based legal condition applies.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. For work before 6 a.m. or after 7 p.m., obtain consent and satisfy prescribed transport, security, supervision, welfare and grievance conditions.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Complete task-specific risk assessment, emergency response and harassment-prevention integration.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.

9. Ensure equal access to facilities, training, protective equipment and reporting channels.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 84: Rule 84 — Adequate safety of employment of women in dangerous operations

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 84 | Official source: section 44.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
83	Rule 83 — Employment of Women in establishment	Source-controlled mapping
84	Rule 84 — Adequate safety of employment of women in dangerous operations	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.

- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 43 - Employment of women?

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 44 - Adequate safety of employment of women in dangerous operation?

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 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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XI - Contract labour

This chapter turns contract labour into an operational control file. It covers Applicability of this Part, Appointment of designated authority, Licensing of contractors, Procedure for issue or renewal of licence; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 45: Applicability of this Part
- Section 46: Appointment of designated authority
- Section 47: Licensing of contractors
- Section 48: Procedure for issue or renewal of licence
- Section 49: No fees or commission or any cost to workers

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

- Notice
- Certificate
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: licensing, principal-employer oversight, wage-payment and contractor-evidence failures.

Employee / worker remedy

wage, welfare and safety protection, with principal-employer accountability where the law so provides. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 contract labour, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

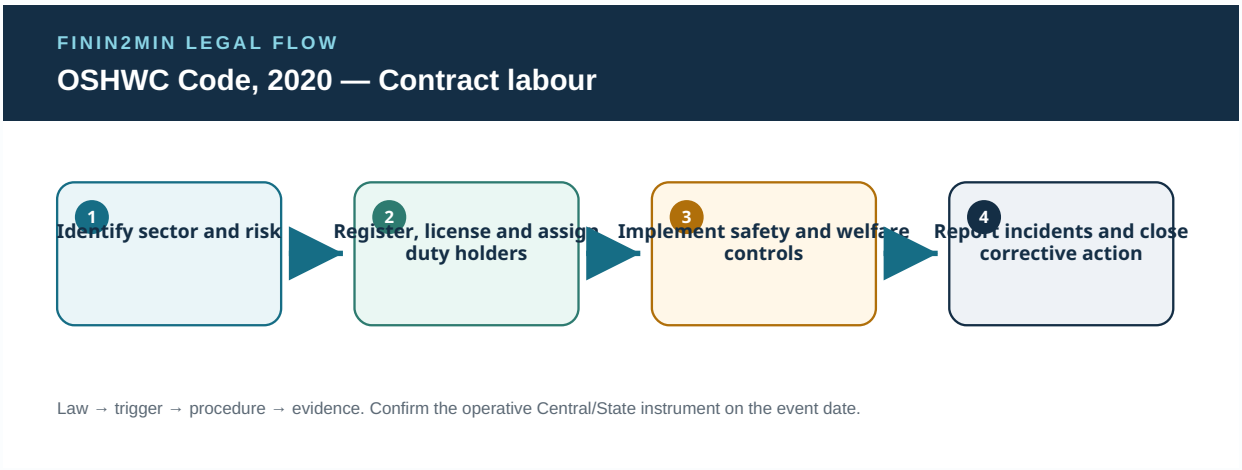
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XI - Contract labour

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

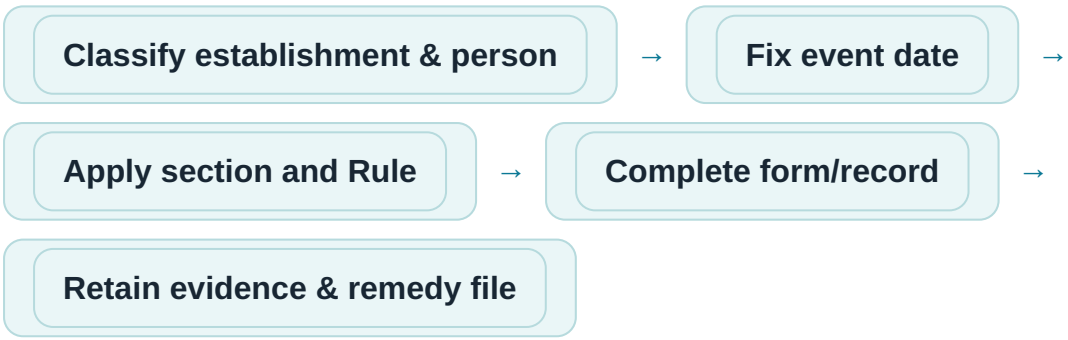
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 45-93 | Central Rules mapped: 93 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 45: Applicability of this Part

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 45 in the official source. Statutory title: Applicability of this Part.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 85: Rule 85 — Qualification and criteria of the contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 86: Rule 86 — Conditions of License

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 87: Rule 87 — Form and manner of application for contractor license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 90: Rule 90 — Procedure for issue of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 91: Rule 91 — Renewal of licence of Contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 92: Rule 92 — Refund of security deposit

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 93: Rule 93 — Responsibility of contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 95: Rule 95 — Revocation and suspension of license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 96: Rule 96 — Amendment of Licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 97: Rule 97 — Appeal

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 98: Rule 98 — Responsibility of payment of wages

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 100: Rule 100 — Experience Certificate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96, Rule 97, Rule 98, Rule 99, Rule 100, Rule 101 | Official source: section 45.

Section 46: Appointment of designated authority

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 46 in the official source. Statutory title: Appointment of designated authority.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 85: Rule 85 — Qualification and criteria of the contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 86: Rule 86 — Conditions of License

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 87: Rule 87 — Form and manner of application for contractor license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 90: Rule 90 — Procedure for issue of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 91: Rule 91 — Renewal of licence of Contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 92: Rule 92 — Refund of security deposit

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 93: Rule 93 — Responsibility of contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 95: Rule 95 — Revocation and suspension of license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 96: Rule 96 — Amendment of Licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 97: Rule 97 — Appeal

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 98: Rule 98 — Responsibility of payment of wages

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 100: Rule 100 — Experience Certificate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96, Rule 97, Rule 98, Rule 99, Rule 100, Rule 101 | Official source: section 46.

Section 47: Licensing of contractors

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 47 in the official source. Statutory title: Licensing of contractors.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the principal employer, contractor, worksite, worker category and inter-State movement facts.
3. Verify threshold, contractor qualification, licence scope, validity, work order and maximum headcount before mobilisation.
4. Test registration/licensing, threshold, appointment, journey allowance, displacement or other worker entitlement triggers.
5. Flow statutory obligations into the commercial contract without attempting to contract out principal-employer liability.
6. Reconcile attendance, wage, social-security, accommodation, safety and contractor invoice records worker by worker.
7. Reconcile attendance, wages, social security, welfare, safety induction and incident data worker by worker.
8. Create a principal-employer recovery file without treating contractual indemnity as a substitute for statutory performance.
9. Track work-order intimation, half-yearly/annual returns, security deposit and change notifications.

10. Map inspection, claim, recovery, appeal and penal consequences for both principal employer and contractor.

Applicable Central Rules immediately below the provision

Central Rule 85: Rule 85 — Qualification and criteria of the contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 86: Rule 86 — Conditions of License

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 87: Rule 87 — Form and manner of application for contractor license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 90: Rule 90 — Procedure for issue of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 91: Rule 91 — Renewal of licence of Contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 92: Rule 92 — Refund of security deposit

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 93: Rule 93 — Responsibility of contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 95: Rule 95 — Revocation and suspension of license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 96: Rule 96 — Amendment of Licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96 | Official source: section 47.

Section 48: Procedure for issue or renewal of licence

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 48 in the official source. Statutory title: Procedure for issue or renewal of licence.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.
9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.

10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

Applicable Central Rules immediately below the provision

Central Rule 87: Rule 87 — Form and manner of application for contractor license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 90: Rule 90 — Procedure for issue of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 91: Rule 91 — Renewal of licence of Contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 96: Rule 96 — Amendment of Licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 96 | Official source: section 48.

Section 49: No fees or commission or any cost to workers

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 49 in the official source. Statutory title: No fees or commission or any cost to workers.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 85: Rule 85 — Qualification and criteria of the contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 86: Rule 86 — Conditions of License

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 87: Rule 87 — Form and manner of application for contractor license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 90: Rule 90 — Procedure for issue of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 91: Rule 91 — Renewal of licence of Contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 92: Rule 92 — Refund of security deposit

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 93: Rule 93 — Responsibility of contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 95: Rule 95 — Revocation and suspension of license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 96: Rule 96 — Amendment of Licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 97: Rule 97 — Appeal

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 98: Rule 98 — Responsibility of payment of wages

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 100: Rule 100 — Experience Certificate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96, Rule 97, Rule 98, Rule 99, Rule 100, Rule 101 | Official source: section 49.

Section 50: Information regarding work order to be given to the appropriate Government

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 50 in the official source. Statutory title: Information regarding work order to be given to the appropriate Government.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Verify threshold, contractor qualification, licence scope, validity, work order and maximum headcount before mobilisation.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Flow statutory obligations into the commercial contract without attempting to contract out principal-employer liability.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Reconcile attendance, wages, social security, welfare, safety induction and incident data worker by worker.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.

9. Track work-order intimation, half-yearly/annual returns, security deposit and change notifications.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 94 | Official source: section 50.

Section 51: Revocation, suspension and amendment of licence

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 51 in the official source. Statutory title: Revocation, suspension and amendment of licence.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.

9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.
10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

Applicable Central Rules immediately below the provision

Central Rule 95: Rule 95 — Revocation and suspension of license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 96: Rule 96 — Amendment of Licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 95, Rule 96 | Official source: section 51.

Section 52: Appeal

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 52 in the official source. Statutory title: Appeal.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 97: Rule 97 — Appeal

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 97 | Official source: section 52.

Section 53: Liability of principal employer for welfare facilities

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 53 in the official source. Statutory title: Liability of principal employer for welfare facilities.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the worker, shift, establishment and State/Central sphere before applying hours or welfare conditions.
3. Determine the applicable worker threshold, sector and gender/age-related requirement.
4. Map daily/weekly limits, spread-over, rest, consent, transport, security, leave and overtime requirements as applicable.
5. Provide the facility at the required location, capacity, accessibility and operating hours.
6. Configure roster, attendance and payroll controls so operational scheduling cannot bypass the statutory condition.
7. Appoint trained personnel and maintain supplies, hygiene and emergency readiness.
8. Retain worker consent/communication, risk assessment, facility records, inspections and payment evidence.

9. Do not recover prohibited costs from workers; document service contracts and inspections.
10. Provide a complaint and correction route and test State variations, exemption conditions and consequences.

Applicable Central Rules immediately below the provision

Central Rule 86: Rule 86 — Conditions of License

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 93: Rule 93 — Responsibility of contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 98: Rule 98 — Responsibility of payment of wages

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 184: Rule 184 — Grievance redressal mechanism for contract labour

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 86, Rule 93, Rule 98, Rule 99, Rule 184 | Official source: section 53.

Section 54: Effect of employing contract labour from a non-licenced contractor

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 54 in the official source. Statutory title: Effect of employing contract labour from a non-licenced contractor.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.

9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.
10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

Applicable Central Rules immediately below the provision

Central Rule 85: Rule 85 — Qualification and criteria of the contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 86: Rule 86 — Conditions of License

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 87: Rule 87 — Form and manner of application for contractor license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 90: Rule 90 — Procedure for issue of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 91: Rule 91 — Renewal of licence of Contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 92: Rule 92 — Refund of security deposit

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 93: Rule 93 — Responsibility of contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 95: Rule 95 — Revocation and suspension of license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 96: Rule 96 — Amendment of Licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 97: Rule 97 — Appeal

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 98: Rule 98 — Responsibility of payment of wages

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 100: Rule 100 — Experience Certificate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96, Rule 97, Rule 98, Rule 99, Rule 100, Rule 101 | Official source: section 54.

Section 55: Responsibility for payment of wages

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 55 in the official source. Statutory title: Responsibility for payment of wages.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 98: Rule 98 — Responsibility of payment of wages

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 98, Rule 99 | Official source: section 55.

Section 56: Experience certificate

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 56 in the official source. Statutory title: Experience certificate.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the prescribed form, data owner, filing frequency and competent recipient.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Maintain one controlled source of truth across HRIS, attendance, payroll, contractor and safety systems.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Use maker-checker validation and reconcile totals before filing or display.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Preserve acknowledgements, corrections and version history for the required retention period.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 100: Rule 100 — Experience Certificate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 100 | Official source: section 56.

Section 57: Prohibition of employment of contract labour

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 57 in the official source. Statutory title: Prohibition of employment of contract labour.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the principal employer, contractor, worksite, worker category and inter-State movement facts.
3. Verify threshold, contractor qualification, licence scope, validity, work order and maximum headcount before mobilisation.
4. Test registration/licensing, threshold, appointment, journey allowance, displacement or other worker entitlement triggers.
5. Flow statutory obligations into the commercial contract without attempting to contract out principal-employer liability.
6. Reconcile attendance, wage, social-security, accommodation, safety and contractor invoice records worker by worker.
7. Reconcile attendance, wages, social security, welfare, safety induction and incident data worker by worker.
8. Create a principal-employer recovery file without treating contractual indemnity as a substitute for statutory performance.
9. Track work-order intimation, half-yearly/annual returns, security deposit and change notifications.

10. Map inspection, claim, recovery, appeal and penal consequences for both principal employer and contractor.

Applicable Central Rules immediately below the provision

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 101 | Official source: section 57.

Section 58: Power to exempt in special cases

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 58 in the official source. Statutory title: Power to exempt in special cases.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 85: Rule 85 — Qualification and criteria of the contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 86: Rule 86 — Conditions of License

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 87: Rule 87 — Form and manner of application for contractor license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 90: Rule 90 — Procedure for issue of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 91: Rule 91 — Renewal of licence of Contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 92: Rule 92 — Refund of security deposit

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 93: Rule 93 — Responsibility of contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 95: Rule 95 — Revocation and suspension of license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 96: Rule 96 — Amendment of Licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 97: Rule 97 — Appeal

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 98: Rule 98 — Responsibility of payment of wages

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 100: Rule 100 — Experience Certificate

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96, Rule 97, Rule 98, Rule 99, Rule 100, Rule 101 | Official source: section 58.

Section 59: Applicability of Part II

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 59 in the official source. Statutory title: Applicability of Part II.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 102: Rule 102 — Journey allowance to inter-State migrant worker

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 103: Rule 103 — Setting up of a Toll Free helpline number to the inter-state migrant worker

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 104: Rule 104 — Study of inter-State migrant workers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 102, Rule 103, Rule 104 | Official source: section 59.

Section 60: Facilities to inter-State migrant workers

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 60 in the official source. Statutory title: Facilities to inter-State migrant workers.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the principal employer, contractor, worksite, worker category and inter-State movement facts.
3. Identify migrant status using recruitment, residence and deployment facts rather than contractor labels alone.
4. Test registration/licensing, threshold, appointment, journey allowance, displacement or other worker entitlement triggers.
5. Capture origin, destination, emergency contact and skills information with privacy safeguards.
6. Reconcile attendance, wage, social-security, accommodation, safety and contractor invoice records worker by worker.
7. Provide prescribed facilities and journey allowance without unlawful deduction.
8. Create a principal-employer recovery file without treating contractual indemnity as a substitute for statutory performance.
9. Display and communicate helpline/grievance access in a language understood by workers.

10. Map inspection, claim, recovery, appeal and penal consequences for both principal employer and contractor.

Applicable Central Rules immediately below the provision

Central Rule 103: Rule 103 — Setting up of a Toll Free helpline number to the inter-state migrant worker

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 103 | Official source: section 60.

Section 61: Journey allowance

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 61 in the official source. Statutory title: Journey allowance.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify migrant status using recruitment, residence and deployment facts rather than contractor labels alone.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Capture origin, destination, emergency contact and skills information with privacy safeguards.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Provide prescribed facilities and journey allowance without unlawful deduction.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Display and communicate helpline/grievance access in a language understood by workers.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 102: Rule 102 — Journey allowance to inter-State migrant worker

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 102 | Official source: section 61.

Section 62: Benefits of public distribution system, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 62 in the official source. Statutory title: Benefits of public distribution system, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 102: Rule 102 — Journey allowance to inter-State migrant worker

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 103: Rule 103 — Setting up of a Toll Free helpline number to the inter-state migrant worker

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 104: Rule 104 — Study of inter-State migrant workers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 102, Rule 103, Rule 104 | Official source: section 62.

Section 63: Toll free helpline

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 63 in the official source. Statutory title: Toll free helpline.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify migrant status using recruitment, residence and deployment facts rather than contractor labels alone.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Capture origin, destination, emergency contact and skills information with privacy safeguards.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Provide prescribed facilities and journey allowance without unlawful deduction.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Display and communicate helpline/grievance access in a language understood by workers.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 103: Rule 103 — Setting up of a Toll Free helpline number to the inter-state migrant worker

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 103 | Official source: section 63.

Section 64: Study of inter-State migrant workers

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 64 in the official source. Statutory title: Study of inter-State migrant workers.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Classify the principal employer, contractor, worksite, worker category and inter-State movement facts.
3. Identify migrant status using recruitment, residence and deployment facts rather than contractor labels alone.
4. Test registration/licensing, threshold, appointment, journey allowance, displacement or other worker entitlement triggers.
5. Capture origin, destination, emergency contact and skills information with privacy safeguards.
6. Reconcile attendance, wage, social-security, accommodation, safety and contractor invoice records worker by worker.
7. Provide prescribed facilities and journey allowance without unlawful deduction.
8. Create a principal-employer recovery file without treating contractual indemnity as a substitute for statutory performance.
9. Display and communicate helpline/grievance access in a language understood by workers.

10. Map inspection, claim, recovery, appeal and penal consequences for both principal employer and contractor.

Applicable Central Rules immediately below the provision

Central Rule 104: Rule 104 — Study of inter-State migrant workers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 104 | Official source: section 64.

Section 65: Past liabilities

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 65 in the official source. Statutory title: Past liabilities.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 65.

Section 66: Prohibition of employment of audio-visual worker without agreement

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 66 in the official source. Statutory title: Prohibition of employment of audio-visual worker without agreement.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 105: Rule 105 — Agreement for audio-visual worker

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 106: Rule 106 — Procedure for reference of disputes to a Conciliation Officer or a Tribunal

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 105, Rule 106 | Official source: section 66.

Section 67: Managers

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 67 in the official source. Statutory title: Managers.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 107: Rule 107 — Qualification and appointment of manager in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 107 | Official source: section 67.

Section 68: Code not to apply in certain cases

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 68 in the official source. Statutory title: Code not to apply in certain cases.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 108: Rule 108 — Code not to apply in certain mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 108 | Official source: section 68.

Section 69: Exemption from provision regarding employment

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 69 in the official source. Statutory title: Exemption from provision regarding employment.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 107: Rule 107 — Qualification and appointment of manager in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 108: Rule 108 — Code not to apply in certain mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 109: Rule 109 — Initial and periodical medical examinations in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 110: Rule 110 — Examining authorities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 111: Rule 111 — Notice of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 112: Rule 112 — Failure to undergo medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 113: Rule 113 — Standard and report of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 114: Rule 114 — Retention and transfer of medical certificates

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 115: Rule 115 — Identity of candidates

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 116: Rule 116 — Medical Examination of women

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 117: Rule 117 — Appeal for re-examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 118: Rule 118 — Constitution of appellate medical board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 119: Rule 119 — Standard and report of medical re-examination by the appellate medical board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 120: Rule 120 — Unfit persons not to be employed

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 121: Rule 121 — Cost of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 122: Rule 122 — Exemptions from hours and limitation of employment

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 123: Rule 123 — Establishment and location of rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 124: Rule 124 — Functions of rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 125: Rule 125 — Establishment and location of rescue room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 126: Rule 126 — Functions of rescue room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 127: Rule 127 — Qualifications, experience etc. of superintendent

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 128: Rule 128 — Qualifications, experience etc. of instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 129: Rule 129 — Selection of rescue trained persons for posting at rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 130: Rule 130 — Qualifications, experience etc. of rescue room in-charge

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 131: Rule 131 — Equipment

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 132: Rule 132 — Duties and responsibilities of Superintendent

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 133: Rule 133 — Duties of instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 134: Rule 134 — Duties and responsibilities of rescue room in-charge

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 135: Rule 135 — Duties of rescue trained persons posted at rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 136: Rule 136 — Duties of rescue room attendant

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 137: Rule 137 — Telephone communication

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 138: Rule 138 — Rescue tracings

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 139: Rule 139 — Appointment of rescue trained persons in mines, their disposition and accommodation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 140: Rule 140 — Selection of persons for training in rescue work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 141: Rule 141 — Instructions and practices etc.

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 142: Rule 142 — Medical examination etc. of rescue trained person

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 143: Rule 143 — Suspension of rescue trained persons

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 144: Rule 144 — Duties of manager etc. in emergency

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 145: Rule 145 — Accommodation at the below ground mine for persons engaged in rescue work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 146: Rule 146 — Entry into below ground mines for rescue or recovery work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 147: Rule 147 — Fresh air bases

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 148: Rule 148 — Leader

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 149: Rule 149 — Instructions to leader

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 150: Rule 150 — Test of apparatus

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 151: Rule 151 — Duties of leader below ground

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 152: Rule 152 — Rescue team members and their duties

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 153: Rule 153 — Restriction of second spell of works

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 154: Rule 154 — Obligation of employer in certain situations

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 155: Rule 155 — General management

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 156: Rule 156 — Power to relax

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 157: Rule 157 — Training Scheme

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 158: Rule 158 — Scope and standard for vocational training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 159: Rule 159 — Scope and standard for Refresher Training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 160: Rule 160 — Arrangement for refresher training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 161: Rule 161 — Special training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 162: Rule 162 — Training of persons after long absence or after an accident or change of job

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 163: Rule 163 — Training Centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 164: Rule 164 — Arrangements for the training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 165: Rule 165 — Training Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 166: Rule 166 — Duties of Training Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 167: Rule 167 — Instructors

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 168: Rule 168 — Trainers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 169: Rule 169 — Qualification of instructors and trainers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 170: Rule 170 — Duties of Instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 171: Rule 171 — Duties of trainer and persons undergoing training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 172: Rule 172 — Training allowance

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 173: Rule 173 — Certificate of training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 174: Rule 174 — Certificate to be delivered to the management

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 175: Rule 175 — Inspection of vocational training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 176: Rule 176 — Notice of closure or discontinuance of vocational training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 107, Rule 108, Rule 109, Rule 110, Rule 111, Rule 112, Rule 113, Rule 114, Rule 115, Rule 116, Rule 117, Rule 118, Rule 119, Rule 120, Rule 121, Rule 122, Rule 123, Rule 124, Rule 125, Rule 126, Rule 127, Rule 128, Rule 129, Rule 130, Rule 131, Rule 132, Rule 133, Rule 134, Rule 135, Rule 136, Rule 137, Rule 138, Rule 139, Rule 140, Rule 141, Rule 142, Rule 143, Rule 144, Rule 145, Rule 146, Rule 147, Rule 148, Rule 149, Rule 150, Rule 151, Rule 152, Rule 153, Rule 154, Rule 155, Rule 156, Rule 157, Rule 158, Rule 159, Rule 160, Rule 161, Rule 162, Rule 163, Rule 164, Rule 165, Rule 166, Rule 167, Rule 168, Rule 169, Rule 170, Rule 171, Rule 172, Rule 173, Rule 174, Rule 175, Rule 176 | Official source: section 69.

Section 70: Employment of persons below eighteen years of age

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 70 in the official source. Statutory title: Employment of persons below eighteen years of age.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 107: Rule 107 — Qualification and appointment of manager in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 108: Rule 108 — Code not to apply in certain mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 109: Rule 109 — Initial and periodical medical examinations in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 110: Rule 110 — Examining authorities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 111: Rule 111 — Notice of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 112: Rule 112 — Failure to undergo medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 113: Rule 113 — Standard and report of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 114: Rule 114 — Retention and transfer of medical certificates

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 115: Rule 115 — Identity of candidates

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 116: Rule 116 — Medical Examination of women

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 117: Rule 117 — Appeal for re-examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 118: Rule 118 — Constitution of appellate medical board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 119: Rule 119 — Standard and report of medical re-examination by the appellate medical board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 120: Rule 120 — Unfit persons not to be employed

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 121: Rule 121 — Cost of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 122: Rule 122 — Exemptions from hours and limitation of employment

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 123: Rule 123 — Establishment and location of rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 124: Rule 124 — Functions of rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 125: Rule 125 — Establishment and location of rescue room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 126: Rule 126 — Functions of rescue room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 127: Rule 127 — Qualifications, experience etc. of superintendent

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 128: Rule 128 — Qualifications, experience etc. of instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 129: Rule 129 — Selection of rescue trained persons for posting at rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 130: Rule 130 — Qualifications, experience etc. of rescue room in-charge

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 131: Rule 131 — Equipment

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 132: Rule 132 — Duties and responsibilities of Superintendent

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 133: Rule 133 — Duties of instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 134: Rule 134 — Duties and responsibilities of rescue room in-charge

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 135: Rule 135 — Duties of rescue trained persons posted at rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 136: Rule 136 — Duties of rescue room attendant

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 137: Rule 137 — Telephone communication

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 138: Rule 138 — Rescue tracings

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 139: Rule 139 — Appointment of rescue trained persons in mines, their disposition and accommodation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 140: Rule 140 — Selection of persons for training in rescue work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 141: Rule 141 — Instructions and practices etc.

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 142: Rule 142 — Medical examination etc. of rescue trained person

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 143: Rule 143 — Suspension of rescue trained persons

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 144: Rule 144 — Duties of manager etc. in emergency

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 145: Rule 145 — Accommodation at the below ground mine for persons engaged in rescue work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 146: Rule 146 — Entry into below ground mines for rescue or recovery work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 147: Rule 147 — Fresh air bases

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 148: Rule 148 — Leader

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 149: Rule 149 — Instructions to leader

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 150: Rule 150 — Test of apparatus

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 151: Rule 151 — Duties of leader below ground

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 152: Rule 152 — Rescue team members and their duties

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 153: Rule 153 — Restriction of second spell of works

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 154: Rule 154 — Obligation of employer in certain situations

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 155: Rule 155 — General management

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 156: Rule 156 — Power to relax

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 157: Rule 157 — Training Scheme

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 158: Rule 158 — Scope and standard for vocational training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 159: Rule 159 — Scope and standard for Refresher Training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 160: Rule 160 — Arrangement for refresher training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 161: Rule 161 — Special training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 162: Rule 162 — Training of persons after long absence or after an accident or change of job

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 163: Rule 163 — Training Centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 164: Rule 164 — Arrangements for the training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 165: Rule 165 — Training Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 166: Rule 166 — Duties of Training Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 167: Rule 167 — Instructors

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 168: Rule 168 — Trainers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 169: Rule 169 — Qualification of instructors and trainers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 170: Rule 170 — Duties of Instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 171: Rule 171 — Duties of trainer and persons undergoing training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 172: Rule 172 — Training allowance

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 173: Rule 173 — Certificate of training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 174: Rule 174 — Certificate to be delivered to the management

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 175: Rule 175 — Inspection of vocational training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 176: Rule 176 — Notice of closure or discontinuance of vocational training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 107, Rule 108, Rule 109, Rule 110, Rule 111, Rule 112, Rule 113, Rule 114, Rule 115, Rule 116, Rule 117, Rule 118, Rule 119, Rule 120, Rule 121, Rule 122, Rule 123, Rule 124, Rule 125, Rule 126, Rule 127, Rule 128, Rule 129, Rule 130, Rule 131, Rule 132, Rule 133, Rule 134, Rule 135, Rule 136, Rule 137, Rule 138, Rule 139, Rule 140, Rule 141, Rule 142, Rule 143, Rule 144, Rule 145, Rule 146, Rule 147, Rule 148, Rule 149, Rule 150, Rule 151, Rule 152, Rule 153, Rule 154, Rule 155, Rule 156, Rule 157, Rule 158, Rule 159, Rule 160, Rule 161, Rule 162, Rule 163, Rule 164, Rule 165, Rule 166, Rule 167, Rule 168, Rule 169, Rule 170, Rule 171, Rule 172, Rule 173, Rule 174, Rule 175, Rule 176 | Official source: section 70.

Section 71: Exemption to certain persons

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 71 in the official source. Statutory title: Exemption to certain persons.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 107: Rule 107 — Qualification and appointment of manager in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 108: Rule 108 — Code not to apply in certain mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 109: Rule 109 — Initial and periodical medical examinations in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 110: Rule 110 — Examining authorities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 111: Rule 111 — Notice of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 112: Rule 112 — Failure to undergo medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 113: Rule 113 — Standard and report of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 114: Rule 114 — Retention and transfer of medical certificates

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 115: Rule 115 — Identity of candidates

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 116: Rule 116 — Medical Examination of women

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 117: Rule 117 — Appeal for re-examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 118: Rule 118 — Constitution of appellate medical board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 119: Rule 119 — Standard and report of medical re-examination by the appellate medical board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 120: Rule 120 — Unfit persons not to be employed

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 121: Rule 121 — Cost of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 122: Rule 122 — Exemptions from hours and limitation of employment

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 123: Rule 123 — Establishment and location of rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 124: Rule 124 — Functions of rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 125: Rule 125 — Establishment and location of rescue room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 126: Rule 126 — Functions of rescue room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 127: Rule 127 — Qualifications, experience etc. of superintendent

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 128: Rule 128 — Qualifications, experience etc. of instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 129: Rule 129 — Selection of rescue trained persons for posting at rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 130: Rule 130 — Qualifications, experience etc. of rescue room in-charge

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 131: Rule 131 — Equipment

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 132: Rule 132 — Duties and responsibilities of Superintendent

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 133: Rule 133 — Duties of instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 134: Rule 134 — Duties and responsibilities of rescue room in-charge

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 135: Rule 135 — Duties of rescue trained persons posted at rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 136: Rule 136 — Duties of rescue room attendant

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 137: Rule 137 — Telephone communication

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 138: Rule 138 — Rescue tracings

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 139: Rule 139 — Appointment of rescue trained persons in mines, their disposition and accommodation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 140: Rule 140 — Selection of persons for training in rescue work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 141: Rule 141 — Instructions and practices etc.

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 142: Rule 142 — Medical examination etc. of rescue trained person

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 143: Rule 143 — Suspension of rescue trained persons

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 144: Rule 144 — Duties of manager etc. in emergency

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 145: Rule 145 — Accommodation at the below ground mine for persons engaged in rescue work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 146: Rule 146 — Entry into below ground mines for rescue or recovery work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 147: Rule 147 — Fresh air bases

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 148: Rule 148 — Leader

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 149: Rule 149 — Instructions to leader

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 150: Rule 150 — Test of apparatus

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 151: Rule 151 — Duties of leader below ground

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 152: Rule 152 — Rescue team members and their duties

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 153: Rule 153 — Restriction of second spell of works

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 154: Rule 154 — Obligation of employer in certain situations

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 155: Rule 155 — General management

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 156: Rule 156 — Power to relax

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 157: Rule 157 — Training Scheme

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 158: Rule 158 — Scope and standard for vocational training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 159: Rule 159 — Scope and standard for Refresher Training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 160: Rule 160 — Arrangement for refresher training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 161: Rule 161 — Special training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 162: Rule 162 — Training of persons after long absence or after an accident or change of job

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 163: Rule 163 — Training Centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 164: Rule 164 — Arrangements for the training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 165: Rule 165 — Training Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 166: Rule 166 — Duties of Training Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 167: Rule 167 — Instructors

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 168: Rule 168 — Trainers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 169: Rule 169 — Qualification of instructors and trainers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 170: Rule 170 — Duties of Instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 171: Rule 171 — Duties of trainer and persons undergoing training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 172: Rule 172 — Training allowance

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 173: Rule 173 — Certificate of training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 174: Rule 174 — Certificate to be delivered to the management

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 175: Rule 175 — Inspection of vocational training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 176: Rule 176 — Notice of closure or discontinuance of vocational training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 107, Rule 108, Rule 109, Rule 110, Rule 111, Rule 112, Rule 113, Rule 114, Rule 115, Rule 116, Rule 117, Rule 118, Rule 119, Rule 120, Rule 121, Rule 122, Rule 123, Rule 124, Rule 125, Rule 126, Rule 127, Rule 128, Rule 129, Rule 130, Rule 131, Rule 132, Rule 133, Rule 134, Rule 135, Rule 136, Rule 137, Rule 138, Rule 139, Rule 140, Rule 141, Rule 142, Rule 143, Rule 144, Rule 145, Rule 146, Rule 147, Rule 148, Rule 149, Rule 150, Rule 151, Rule 152, Rule 153, Rule 154, Rule 155, Rule 156, Rule 157, Rule 158, Rule 159, Rule 160, Rule 161, Rule 162, Rule 163, Rule 164, Rule 165, Rule 166, Rule 167, Rule 168, Rule 169, Rule 170, Rule 171, Rule 172, Rule 173, Rule 174, Rule 175, Rule 176 | Official source: section 71.

Section 72: Establishment, maintenance of rescue services and vocational training

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 72 in the official source. Statutory title: Establishment, maintenance of rescue services and vocational training.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.

9. Run initial, refresher, special and post-absence training before assigning hazardous work.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 123: Rule 123 — Establishment and location of rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 124: Rule 124 — Functions of rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 125: Rule 125 — Establishment and location of rescue room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 126: Rule 126 — Functions of rescue room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 127: Rule 127 — Qualifications, experience etc. of superintendent

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 128: Rule 128 — Qualifications, experience etc. of instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 129: Rule 129 — Selection of rescue trained persons for posting at rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 130: Rule 130 — Qualifications, experience etc. of rescue room in-charge

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 131: Rule 131 — Equipment

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 132: Rule 132 — Duties and responsibilities of Superintendent

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 133: Rule 133 — Duties of instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 134: Rule 134 — Duties and responsibilities of rescue room in-charge

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 135: Rule 135 — Duties of rescue trained persons posted at rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 136: Rule 136 — Duties of rescue room attendant

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 137: Rule 137 — Telephone communication

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 138: Rule 138 — Rescue tracings

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 139: Rule 139 — Appointment of rescue trained persons in mines, their disposition and accommodation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 140: Rule 140 — Selection of persons for training in rescue work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 141: Rule 141 — Instructions and practices etc.

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 142: Rule 142 — Medical examination etc. of rescue trained person

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 143: Rule 143 — Suspension of rescue trained persons

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 144: Rule 144 — Duties of manager etc. in emergency

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 145: Rule 145 — Accommodation at the below ground mine for persons engaged in rescue work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 146: Rule 146 — Entry into below ground mines for rescue or recovery work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 147: Rule 147 — Fresh air bases

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 148: Rule 148 — Leader

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 149: Rule 149 — Instructions to leader

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 150: Rule 150 — Test of apparatus

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 151: Rule 151 — Duties of leader below ground

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 152: Rule 152 — Rescue team members and their duties

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 153: Rule 153 — Restriction of second spell of works

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 154: Rule 154 — Obligation of employer in certain situations

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 155: Rule 155 — General management

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 156: Rule 156 — Power to relax

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 157: Rule 157 — Training Scheme

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 158: Rule 158 — Scope and standard for vocational training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 159: Rule 159 — Scope and standard for Refresher Training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 160: Rule 160 — Arrangement for refresher training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 161: Rule 161 — Special training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 162: Rule 162 — Training of persons after long absence or after an accident or change of job

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 163: Rule 163 — Training Centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 164: Rule 164 — Arrangements for the training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 165: Rule 165 — Training Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 166: Rule 166 — Duties of Training Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 167: Rule 167 — Instructors

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 168: Rule 168 — Trainers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 169: Rule 169 — Qualification of instructors and trainers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 170: Rule 170 — Duties of Instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 171: Rule 171 — Duties of trainer and persons undergoing training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 172: Rule 172 — Training allowance

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 173: Rule 173 — Certificate of training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 174: Rule 174 — Certificate to be delivered to the management

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 175: Rule 175 — Inspection of vocational training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 176: Rule 176 — Notice of closure or discontinuance of vocational training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 123, Rule 124, Rule 125, Rule 126, Rule 127, Rule 128, Rule 129, Rule 130, Rule 131, Rule 132, Rule 133, Rule 134, Rule 135, Rule 136, Rule 137, Rule 138, Rule 139, Rule 140, Rule 141, Rule 142, Rule 143, Rule 144, Rule 145, Rule 146, Rule 147, Rule 148, Rule 149, Rule 150, Rule 151, Rule 152, Rule 153, Rule 154, Rule 155, Rule 156, Rule 157, Rule 158, Rule 159, Rule 160, Rule 161, Rule 162, Rule 163, Rule 164, Rule 165, Rule 166, Rule 167, Rule 168, Rule 169, Rule 170, Rule 171, Rule 172, Rule 173, Rule 174, Rule 175, Rule 176 | Official source: section 72.

Section 73: Decision of question whether a mine is covered under this Code

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 73 in the official source. Statutory title: Decision of question whether a mine is covered under this Code.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.

9. Run initial, refresher, special and post-absence training before assigning hazardous work.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

Central Rule 107: Rule 107 — Qualification and appointment of manager in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 108: Rule 108 — Code not to apply in certain mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 109: Rule 109 — Initial and periodical medical examinations in mines

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 110: Rule 110 — Examining authorities

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 111: Rule 111 — Notice of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 112: Rule 112 — Failure to undergo medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 113: Rule 113 — Standard and report of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 114: Rule 114 — Retention and transfer of medical certificates

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 115: Rule 115 — Identity of candidates

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 116: Rule 116 — Medical Examination of women

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 117: Rule 117 — Appeal for re-examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 118: Rule 118 — Constitution of appellate medical board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 119: Rule 119 — Standard and report of medical re-examination by the appellate medical board

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 120: Rule 120 — Unfit persons not to be employed

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 121: Rule 121 — Cost of medical examination

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 122: Rule 122 — Exemptions from hours and limitation of employment

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 123: Rule 123 — Establishment and location of rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 124: Rule 124 — Functions of rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 125: Rule 125 — Establishment and location of rescue room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 126: Rule 126 — Functions of rescue room

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 127: Rule 127 — Qualifications, experience etc. of superintendent

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 128: Rule 128 — Qualifications, experience etc. of instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 129: Rule 129 — Selection of rescue trained persons for posting at rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 130: Rule 130 — Qualifications, experience etc. of rescue room in-charge

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 131: Rule 131 — Equipment

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 132: Rule 132 — Duties and responsibilities of Superintendent

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 133: Rule 133 — Duties of instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 134: Rule 134 — Duties and responsibilities of rescue room in-charge

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 135: Rule 135 — Duties of rescue trained persons posted at rescue station

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 136: Rule 136 — Duties of rescue room attendant

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 137: Rule 137 — Telephone communication

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 138: Rule 138 — Rescue tracings

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 139: Rule 139 — Appointment of rescue trained persons in mines, their disposition and accommodation

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 140: Rule 140 — Selection of persons for training in rescue work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 141: Rule 141 — Instructions and practices etc.

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 142: Rule 142 — Medical examination etc. of rescue trained person

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 143: Rule 143 — Suspension of rescue trained persons

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 144: Rule 144 — Duties of manager etc. in emergency

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 145: Rule 145 — Accommodation at the below ground mine for persons engaged in rescue work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 146: Rule 146 — Entry into below ground mines for rescue or recovery work

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 147: Rule 147 — Fresh air bases

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 148: Rule 148 — Leader

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 149: Rule 149 — Instructions to leader

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 150: Rule 150 — Test of apparatus

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 151: Rule 151 — Duties of leader below ground

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 152: Rule 152 — Rescue team members and their duties

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 153: Rule 153 — Restriction of second spell of works

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 154: Rule 154 — Obligation of employer in certain situations

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 155: Rule 155 — General management

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 156: Rule 156 — Power to relax

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 157: Rule 157 — Training Scheme

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 158: Rule 158 — Scope and standard for vocational training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 159: Rule 159 — Scope and standard for Refresher Training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 160: Rule 160 — Arrangement for refresher training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 161: Rule 161 — Special training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 162: Rule 162 — Training of persons after long absence or after an accident or change of job

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 163: Rule 163 — Training Centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 164: Rule 164 — Arrangements for the training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 165: Rule 165 — Training Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 166: Rule 166 — Duties of Training Officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 167: Rule 167 — Instructors

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 168: Rule 168 — Trainers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 169: Rule 169 — Qualification of instructors and trainers

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 170: Rule 170 — Duties of Instructor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 171: Rule 171 — Duties of trainer and persons undergoing training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 172: Rule 172 — Training allowance

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 173: Rule 173 — Certificate of training

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 174: Rule 174 — Certificate to be delivered to the management

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 175: Rule 175 — Inspection of vocational training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 176: Rule 176 — Notice of closure or discontinuance of vocational training centre

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 107, Rule 108, Rule 109, Rule 110, Rule 111, Rule 112, Rule 113, Rule 114, Rule 115, Rule 116, Rule 117, Rule 118, Rule 119, Rule 120, Rule 121, Rule 122, Rule 123, Rule 124, Rule 125, Rule 126, Rule 127, Rule 128, Rule 129, Rule 130, Rule 131, Rule 132, Rule 133, Rule 134, Rule 135, Rule 136, Rule 137, Rule 138, Rule 139, Rule 140, Rule 141, Rule 142, Rule 143, Rule 144, Rule 145, Rule 146, Rule 147, Rule 148, Rule 149, Rule 150, Rule 151, Rule 152, Rule 153, Rule 154, Rule 155, Rule 156, Rule 157, Rule 158, Rule 159, Rule 160, Rule 161, Rule 162, Rule 163, Rule 164, Rule 165, Rule 166, Rule 167, Rule 168, Rule 169, Rule 170, Rule 171, Rule 172, Rule 173, Rule 174, Rule 175, Rule 176 | Official source: section 73.

Section 74: Licence to industrial premises and person

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 74 in the official source. Statutory title: Licence to industrial premises and person.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.
9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.

10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 74.

Section 75: Appeals

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 75 in the official source. Statutory title: Appeals.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 75.

Section 76: Permission to work by employees outside industrial premises

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 76 in the official source. Statutory title: Permission to work by employees outside industrial premises.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the sector-specific standard and the actual exposure, occupancy or hygiene condition.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Use competent measurements and calibrated instruments where a numerical or exposure standard applies.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Apply elimination, substitution and engineering control before relying only on personal protective equipment.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.

9. Define cleaning, ventilation, maintenance, waste-disposal and inspection frequencies.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 76.

Section 77: Part not to apply to self-employed persons in private dwelling houses

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 77 in the official source. Statutory title: Part not to apply to self-employed persons in private dwelling houses.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 77.

Section 78: Prohibition of employment of certain persons in certain building or other construction work

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 78 in the official source. Statutory title: Prohibition of employment of certain persons in certain building or other construction work.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.

8. Integrate emergency, accident-reporting and worker-participation controls into site operations.
9. Create a named control owner and maker-checker evidence trail.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 78.

Section 79: Approval and licensing of factories

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 79 in the official source. Statutory title: Approval and licensing of factories.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 79.

Section 80: Liability of owner of premises in certain circumstances

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 80 in the official source. Statutory title: Liability of owner of premises in certain circumstances.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 80.

Section 81: Power to apply Code to certain premises

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 81 in the official source. Statutory title: Power to apply Code to certain premises.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 81.

Section 82: Dangerous operations

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 82 in the official source. Statutory title: Dangerous operations.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Do not use sex-based exclusion unless a valid dangerous-operation restriction or risk-based legal condition applies.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. For work before 6 a.m. or after 7 p.m., obtain consent and satisfy prescribed transport, security, supervision, welfare and grievance conditions.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Complete task-specific risk assessment, emergency response and harassment-prevention integration.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Ensure equal access to facilities, training, protective equipment and reporting channels.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 82.

Section 83: Constitution of site appraisal committee

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 83 in the official source. Statutory title: Constitution of site appraisal committee.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 83.

Section 84: Compulsory disclosure of information by occupier

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 84 in the official source. Statutory title: Compulsory disclosure of information by occupier.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 84.

Section 85: Specific responsibility of the occupier in relation to hazardous processes

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 85 in the official source. Statutory title: Specific responsibility of the occupier in relation to hazardous processes.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Map every hazardous process, chemical, quantity and exposure route against the Schedules and later orders.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Complete site appraisal, process-safety information, worker disclosure and emergency planning before commissioning.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Measure exposure with competent laboratories and validated sampling plans.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Investigate exceedances and imminent danger immediately and protect worker reporting rights.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 85.

Section 86: National Board to inquire into certain situations

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 86 in the official source. Statutory title: National Board to inquire into certain situations.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 86.

Section 87: Emergency standards

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 87 in the official source. Statutory title: Emergency standards.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Map every hazardous process, chemical, quantity and exposure route against the Schedules and later orders.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Complete site appraisal, process-safety information, worker disclosure and emergency planning before commissioning.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Measure exposure with competent laboratories and validated sampling plans.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Investigate exceedances and imminent danger immediately and protect worker reporting rights.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 87.

Section 88: Permissible limits of exposure of chemicals and toxic substances

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 88 in the official source. Statutory title: Permissible limits of exposure of chemicals and toxic substances.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Map every hazardous process, chemical, quantity and exposure route against the Schedules and later orders.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Complete site appraisal, process-safety information, worker disclosure and emergency planning before commissioning.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Measure exposure with competent laboratories and validated sampling plans.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Investigate exceedances and imminent danger immediately and protect worker reporting rights.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 88.

Section 89: Right of workers to warn about imminent danger

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 89 in the official source. Statutory title: Right of workers to warn about imminent danger.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Stabilise the emergency and arrange rescue, first aid and medical treatment before administrative reporting.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Classify death, injury, lost-time incapacity, dangerous occurrence or occupational disease against the statutory trigger.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Notify every prescribed authority, police/family where applicable, in the required form and within the specific clock.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.

9. Preserve the first incident record, scene evidence, witness accounts, equipment state and later corrections.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 89.

Section 90: Appeal against the order of Inspector-cum-Facilitator in case of factory

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 90 in the official source. Statutory title: Appeal against the order of Inspector-cum-Facilitator in case of factory.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Verify appointment, territorial/subject jurisdiction and the statutory power relied on by the Inspector-cum-Facilitator.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Nominate an authorised response owner without obstructing lawful entry, examination, sampling or document access.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Index the requested registers, licences, worker records, contractor files and electronic data before production.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Record every item supplied, statement made, sample taken, direction issued and corrective action closed.

9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.
10. Escalate privilege, confidentiality, self-incrimination, appeal and prosecution issues through the proper legal channel.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 90.

Section 91: Power to make rules to exempt

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 91 in the official source. Statutory title: Power to make rules to exempt.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 91.

Section 92: Facilities for workers in plantation

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 92 in the official source. Statutory title: Facilities for workers in plantation.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.
9. Create a named control owner and maker-checker evidence trail.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 92.

Section 93: Safety

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 93 in the official source. Statutory title: Safety.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Create a named control owner and maker-checker evidence trail.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 93.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
85	Rule 85 — Qualification and criteria of the contractor	Source-controlled mapping
86	Rule 86 — Conditions of License	Source-controlled mapping
87	Rule 87 — Form and manner of application for contractor license	Source-controlled mapping
88	Rule 88 — Single Licence for Contractor in more than one States or for whole of India	Source-controlled mapping
89	Rule 89 — Forms, terms and conditions of licence	Source-controlled mapping
90	Rule 90 — Procedure for issue of licence	Source-controlled mapping
91	Rule 91 — Renewal of licence of Contractor	Source-controlled mapping
92	Rule 92 — Refund of security deposit	Source-controlled mapping
93	Rule 93 — Responsibility of contractor	Source-controlled mapping
94	Rule 94 — Intimation of work order and time limit for intimation	Source-controlled mapping
95	Rule 95 — Revocation and suspension of license	Source-controlled mapping
96	Rule 96 — Amendment of Licence	Source-controlled mapping
97	Rule 97 — Appeal	

Rule	Subject	Text/control status
		Source-controlled mapping
98	Rule 98 — Responsibility of payment of wages	Source-controlled mapping
99	Rule 99 — Making payment of wages from the security deposit amount	Source-controlled mapping
100	Rule 100 — Experience Certificate	Source-controlled mapping
101	Rule 101 — Prohibition of employment of contract labour	Source-controlled mapping
184	Rule 184 — Grievance redressal mechanism for contract labour	Source-controlled mapping
102	Rule 102 — Journey allowance to inter-State migrant worker	Source-controlled mapping
103	Rule 103 — Setting up of a Toll Free helpline number to the inter-state migrant worker	Source-controlled mapping
104	Rule 104 — Study of inter-State migrant workers	Source-controlled mapping
105	Rule 105 — Agreement for audio-visual worker	Source-controlled mapping
106	Rule 106 — Procedure for reference of disputes to a Conciliation Officer or a Tribunal	Source-controlled mapping
107	Rule 107 — Qualification and appointment of manager in mines	Source-controlled mapping
108	Rule 108 — Code not to apply in certain mines	Source-controlled mapping
109	Rule 109 — Initial and periodical medical examinations in mines	

Rule	Subject	Text/control status
		Source-controlled mapping
110	Rule 110 — Examining authorities	Source-controlled mapping
111	Rule 111 — Notice of medical examination	Source-controlled mapping
112	Rule 112 — Failure to undergo medical examination	Source-controlled mapping
113	Rule 113 — Standard and report of medical examination	Source-controlled mapping
114	Rule 114 — Retention and transfer of medical certificates	Source-controlled mapping
115	Rule 115 — Identity of candidates	Source-controlled mapping
116	Rule 116 — Medical Examination of women	Source-controlled mapping
117	Rule 117 — Appeal for re-examination	Source-controlled mapping
118	Rule 118 — Constitution of appellate medical board	Source-controlled mapping
119	Rule 119 — Standard and report of medical re-examination by the appellate medical board	Source-controlled mapping
120	Rule 120 — Unfit persons not to be employed	Source-controlled mapping
121	Rule 121 — Cost of medical examination	Source-controlled mapping
122		

Rule	Subject	Text/control status
	Rule 122 — Exemptions from hours and limitation of employment	Source-controlled mapping
123	Rule 123 — Establishment and location of rescue station	Source-controlled mapping
124	Rule 124 — Functions of rescue station	Source-controlled mapping
125	Rule 125 — Establishment and location of rescue room	Source-controlled mapping
126	Rule 126 — Functions of rescue room	Source-controlled mapping
127	Rule 127 — Qualifications, experience etc. of superintendent	Source-controlled mapping
128	Rule 128 — Qualifications, experience etc. of instructor	Source-controlled mapping
129	Rule 129 — Selection of rescue trained persons for posting at rescue station	Source-controlled mapping
130	Rule 130 — Qualifications, experience etc. of rescue room in-charge	Source-controlled mapping
131	Rule 131 — Equipment	Source-controlled mapping
132	Rule 132 — Duties and responsibilities of Superintendent	Source-controlled mapping
133	Rule 133 — Duties of instructor	Source-controlled mapping
134	Rule 134 — Duties and responsibilities of rescue room in-charge	Source-controlled mapping
135		

Rule	Subject	Text/control status
	Rule 135 — Duties of rescue trained persons posted at rescue station	Source-controlled mapping
136	Rule 136 — Duties of rescue room attendant	Source-controlled mapping
137	Rule 137 — Telephone communication	Source-controlled mapping
138	Rule 138 — Rescue tracings	Source-controlled mapping
139	Rule 139 — Appointment of rescue trained persons in mines, their disposition and accommodation	Source-controlled mapping
140	Rule 140 — Selection of persons for training in rescue work	Source-controlled mapping
141	Rule 141 — Instructions and practices etc.	Source-controlled mapping
142	Rule 142 — Medical examination etc. of rescue trained person	Source-controlled mapping
143	Rule 143 — Suspension of rescue trained persons	Source-controlled mapping
144	Rule 144 — Duties of manager etc. in emergency	Source-controlled mapping
145	Rule 145 — Accommodation at the below ground mine for persons engaged in rescue work	Source-controlled mapping
146	Rule 146 — Entry into below ground mines for rescue or recovery work	Source-controlled mapping
147	Rule 147 — Fresh air bases	Source-controlled mapping
148	Rule 148 — Leader	

Rule	Subject	Text/control status
		Source-controlled mapping
149	Rule 149 — Instructions to leader	Source-controlled mapping
150	Rule 150 — Test of apparatus	Source-controlled mapping
151	Rule 151 — Duties of leader below ground	Source-controlled mapping
152	Rule 152 — Rescue team members and their duties	Source-controlled mapping
153	Rule 153 — Restriction of second spell of works	Source-controlled mapping
154	Rule 154 — Obligation of employer in certain situations	Source-controlled mapping
155	Rule 155 — General management	Source-controlled mapping
156	Rule 156 — Power to relax	Source-controlled mapping
157	Rule 157 — Training Scheme	Source-controlled mapping
158	Rule 158 — Scope and standard for vocational training	Source-controlled mapping
159	Rule 159 — Scope and standard for Refresher Training	Source-controlled mapping
160	Rule 160 — Arrangement for refresher training	Source-controlled mapping
161	Rule 161 — Special training	

Rule	Subject	Text/control status
		Source-controlled mapping
162	Rule 162 — Training of persons after long absence or after an accident or change of job	Source-controlled mapping
163	Rule 163 — Training Centre	Source-controlled mapping
164	Rule 164 — Arrangements for the training centre	Source-controlled mapping
165	Rule 165 — Training Officer	Source-controlled mapping
166	Rule 166 — Duties of Training Officer	Source-controlled mapping
167	Rule 167 — Instructors	Source-controlled mapping
168	Rule 168 — Trainers	Source-controlled mapping
169	Rule 169 — Qualification of instructors and trainers	Source-controlled mapping
170	Rule 170 — Duties of Instructor	Source-controlled mapping
171	Rule 171 — Duties of trainer and persons undergoing training	Source-controlled mapping
172	Rule 172 — Training allowance	Source-controlled mapping
173	Rule 173 — Certificate of training	Source-controlled mapping
174	Rule 174 — Certificate to be delivered to the management	

Rule	Subject	Text/control status
		Source-controlled mapping
175	Rule 175 — Inspection of vocational training centre	Source-controlled mapping
176	Rule 176 — Notice of closure or discontinuance of vocational training centre	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 45 - Applicability of this Part?

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 46 - Appointment of designated authority?

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 47 - Licensing of contractors?

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 48 - Procedure for issue or renewal of licence?

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 49 - No fees or commission or any cost to workers?

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 50 - Information regarding work order to be given to the appropriate Government?

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 51 - Revocation, suspension and amendment of licence?

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 52 - Appeal?

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

Chapter XII - Inter-State migrant workers

This chapter turns inter-state migrant workers into an operational control file. It covers General penalty for offences, Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc., Penalty for non-maintenance of register, records and non-filing of returns, etc., Punishment for contravention of certain provisions; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 94: General penalty for offences
- Section 95: Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.
- Section 96: Penalty for non-maintenance of register, records and non-filing of returns, etc.
- Section 97: Punishment for contravention of certain provisions
- Section 98: Punishment for falsification of records, etc.

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: journey allowance, displacement, registration, portability or record failures.

Employee / worker remedy

registration, portability, journey/displacement protections and access to grievance or authority routes. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 inter-state migrant workers, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

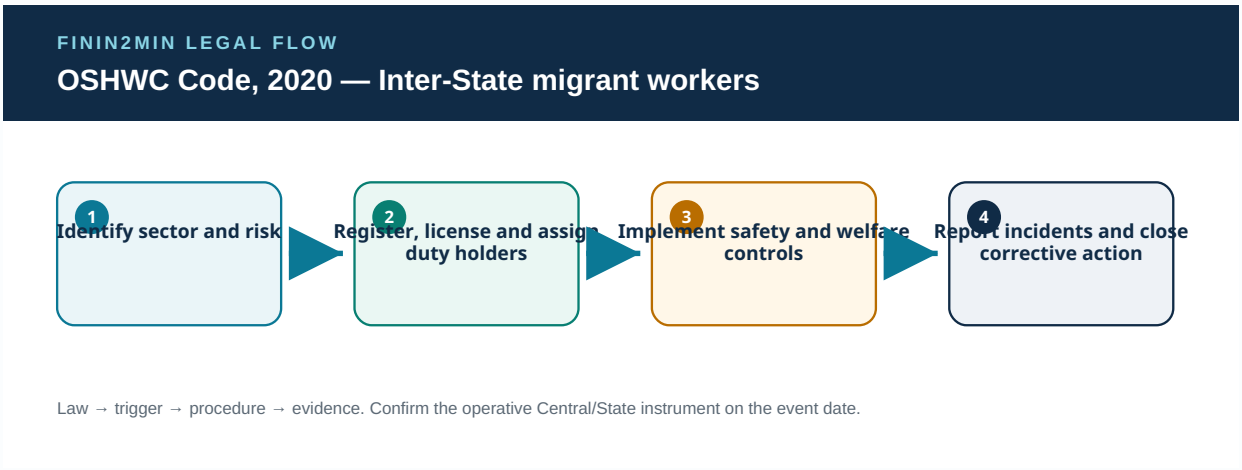
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XII - Inter-State migrant workers

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

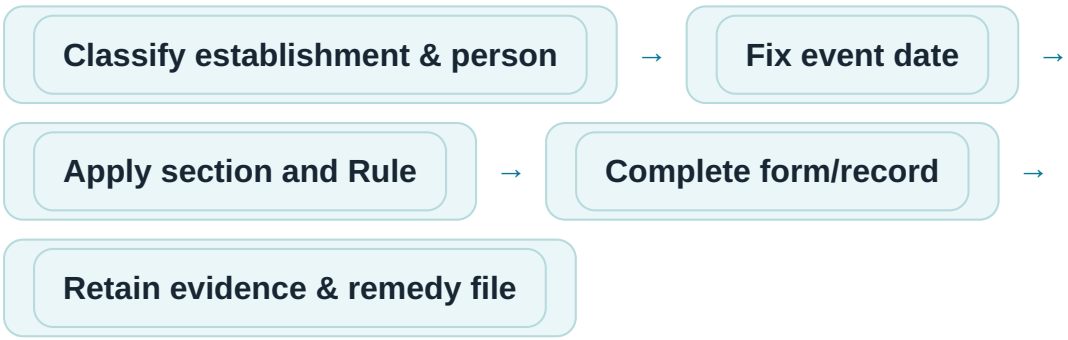
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 94-114 | Central Rules mapped: 6 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 94: General penalty for offences

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 94 in the official source. Statutory title: General penalty for offences.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.

10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 94.

Section 95: Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 95 in the official source. Statutory title: Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Verify appointment, territorial/subject jurisdiction and the statutory power relied on by the Inspector-cum-Facilitator.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Nominate an authorised response owner without obstructing lawful entry, examination, sampling or document access.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Index the requested registers, licences, worker records, contractor files and electronic data before production.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.

8. Record every item supplied, statement made, sample taken, direction issued and corrective action closed.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.
10. Escalate privilege, confidentiality, self-incrimination, appeal and prosecution issues through the proper legal channel.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 95.

Section 96: Penalty for non-maintenance of register, records and non-filing of returns, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 96 in the official source. Statutory title: Penalty for non-maintenance of register, records and non-filing of returns, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the prescribed form, data owner, filing frequency and competent recipient.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Maintain one controlled source of truth across HRIS, attendance, payroll, contractor and safety systems.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Use maker-checker validation and reconcile totals before filing or display.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Preserve acknowledgements, corrections and version history for the required retention period.

10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 96.

Section 97: Punishment for contravention of certain provisions

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 97 in the official source. Statutory title: Punishment for contravention of certain provisions.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.

9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 97.

Section 98: Punishment for falsification of records, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 98 in the official source. Statutory title: Punishment for falsification of records, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the prescribed form, data owner, filing frequency and competent recipient.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Maintain one controlled source of truth across HRIS, attendance, payroll, contractor and safety systems.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Use maker-checker validation and reconcile totals before filing or display.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Preserve acknowledgements, corrections and version history for the required retention period.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 98.

Section 99: Penalty for omission to furnish plans, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 99 in the official source. Statutory title: Penalty for omission to furnish plans, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.

10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 99.

Section 100: Punishment for disclosure of information

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 100 in the official source. Statutory title: Punishment for disclosure of information.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 100.

Section 101: Punishment for wrongfully disclosing results of analysis

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 101 in the official source. Statutory title: Punishment for wrongfully disclosing results of analysis.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.

9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 101.

Section 102: Punishment for contravention of provisions of duties relating to hazardous processes

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 102 in the official source. Statutory title: Punishment for contravention of provisions of duties relating to hazardous processes.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.

8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 102.

Section 103: Punishment for contravention of provisions of duties relating to safety provisions resulting in an accident

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 103 in the official source. Statutory title: Punishment for contravention of provisions of duties relating to safety provisions resulting in an accident.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Stabilise the emergency and arrange rescue, first aid and medical treatment before administrative reporting.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Classify death, injury, lost-time incapacity, dangerous occurrence or occupational disease against the statutory trigger.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Notify every prescribed authority, police/family where applicable, in the required form and within the specific clock.

8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Preserve the first incident record, scene evidence, witness accounts, equipment state and later corrections.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 103.

Section 104: Special provision for contravention of order under section 38

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 104 in the official source. Statutory title: Special provision for contravention of order under section 38.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 104.

Section 105: Failure to appoint manager in mine

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 105 in the official source. Statutory title: Failure to appoint manager in mine.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.
9. Run initial, refresher, special and post-absence training before assigning hazardous work.

10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 105.

Section 106: Offences by employees

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 106 in the official source. Statutory title: Offences by employees.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.

10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 106.

Section 107: Prosecution of owner, agent or manager of mine

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 107 in the official source. Statutory title: Prosecution of owner, agent or manager of mine.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.

9. Run initial, refresher, special and post-absence training before assigning hazardous work.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 107.

Section 108: Exemption of owner, agent or manager of mine or occupier of factory from liability in certain cases

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 108 in the official source. Statutory title: Exemption of owner, agent or manager of mine or occupier of factory from liability in certain cases.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.

8. Integrate emergency, accident-reporting and worker-participation controls into site operations.
9. Run initial, refresher, special and post-absence training before assigning hazardous work.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 108.

Section 109: Offences by companies, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 109 in the official source. Statutory title: Offences by companies, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.

10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 109.

Section 110: Limitation of prosecution and cognizance of offences

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 110 in the official source. Statutory title: Limitation of prosecution and cognizance of offences.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.

9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 110.

Section 111: Power of officers of appropriate Government to impose penalty in certain cases

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 111 in the official source. Statutory title: Power of officers of appropriate Government to impose penalty in certain cases.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.

8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 111.

Section 112: Jurisdiction of court for entertaining proceedings, etc., for offence

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 112 in the official source. Statutory title: Jurisdiction of court for entertaining proceedings, etc., for offence.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.

9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 112.

Section 113: Power of court to make orders

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 113 in the official source. Statutory title: Power of court to make orders.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 178: Rule 178 — Onus as to age

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 180: Rule 180 — Persons to appear at inquiry

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 181: Rule 181 — Procedure of survey and other related matters

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: section 113.

Section 114: Composition of certain offences

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 114 in the official source. Statutory title: Composition of certain offences.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.

10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 182 | Official source: section 114.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
177	Rule 177 — Manner of holding enquiry	Source-controlled mapping
178	Rule 178 — Onus as to age	Source-controlled mapping
179	Rule 179 — Procedure of inquiry and other related matters	Source-controlled mapping
180	Rule 180 — Persons to appear at inquiry	Source-controlled mapping
181	Rule 181 — Procedure of survey and other related matters	Source-controlled mapping
182	Rule 182 — Manner of compounding of offences by the authorised officer	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.

- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 94 - General penalty for offences?

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 95 - Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.?

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 96 - Penalty for non-maintenance of register, records and non-filing of returns, etc.?

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 97 - Punishment for contravention of certain provisions?

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 98 - Punishment for falsification of records, etc.?

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 99 - Penalty for omission to furnish plans, etc.?

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 100 - Punishment for disclosure of information?

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 101 - Punishment for wrongfully disclosing results of analysis?

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

Chapter XIII - Audio-visual workers

This chapter turns audio-visual workers into an operational control file. It covers Social security fund; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 115: Social security fund

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 audio-visual workers, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

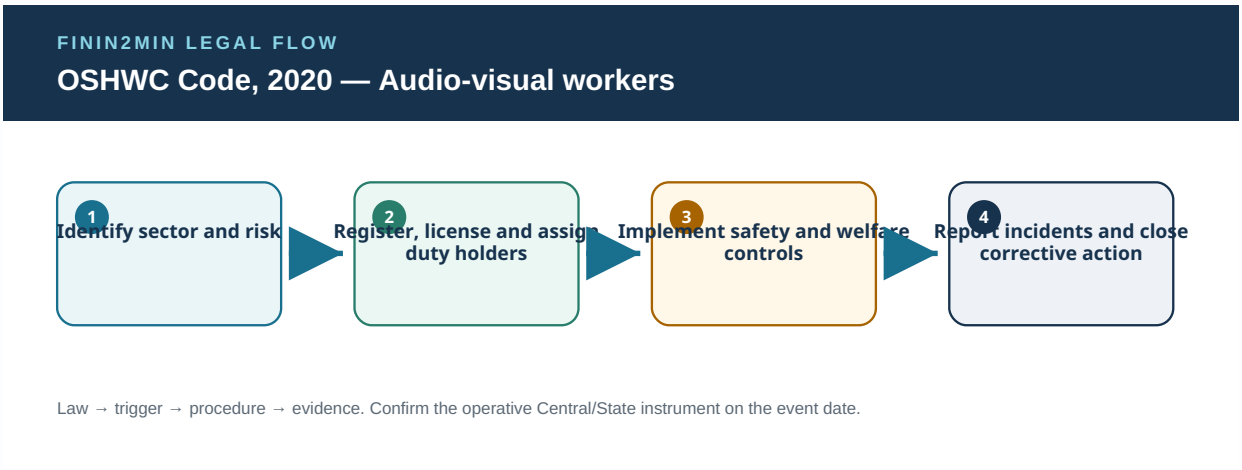
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XIII - Audio-visual workers

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

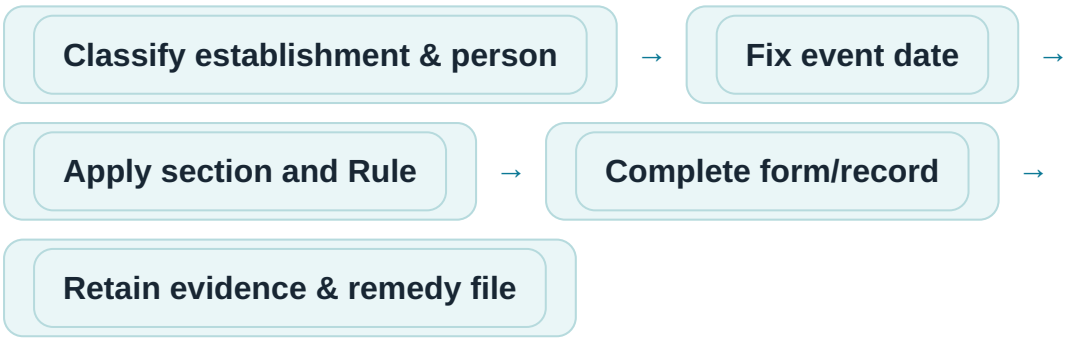
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 115-115 | Central Rules mapped: 1 | Official source viewer + local analytical map



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 115: Social security fund

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 115 in the official source. Statutory title: Social security fund.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 183: Rule 183 — Social Security Fund

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 183 | Official source: section 115.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
183	Rule 183 — Social Security Fund	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 115 - Social security fund?

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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XIV - Mines

This chapter turns mines into an operational control file. It covers Delegation of powers, Onus as to age, Onus of proving limits of what is practicable, etc., Common licence for contractor, factories and to industrial premises, etc.; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Section 116: Delegation of powers
- Section 117: Onus as to age
- Section 118: Onus of proving limits of what is practicable, etc.
- Section 119: Common licence for contractor, factories and to industrial premises, etc.
- Section 120: Effect of law and agreements inconsistent with Code

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 mines, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

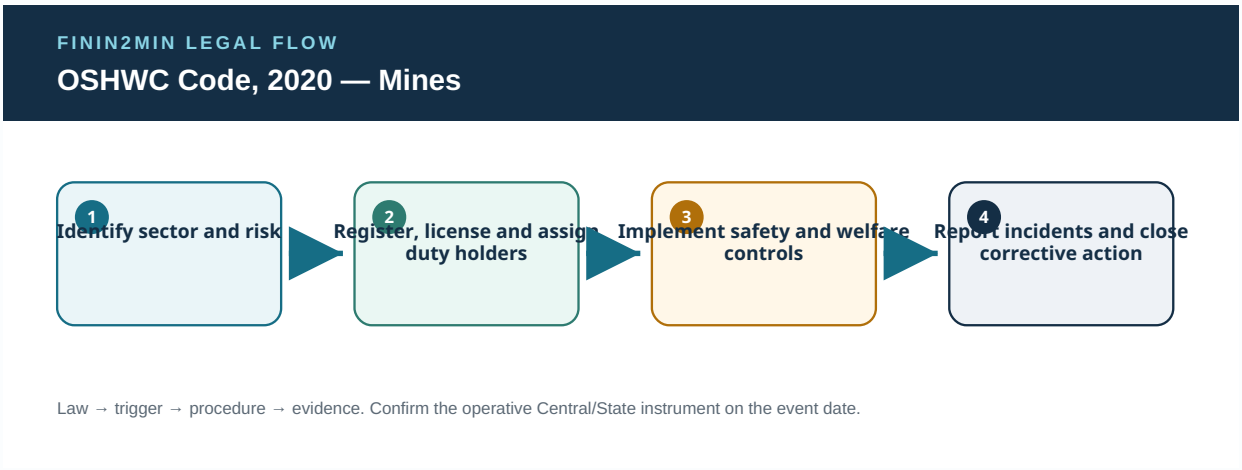
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XIV - Mines

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

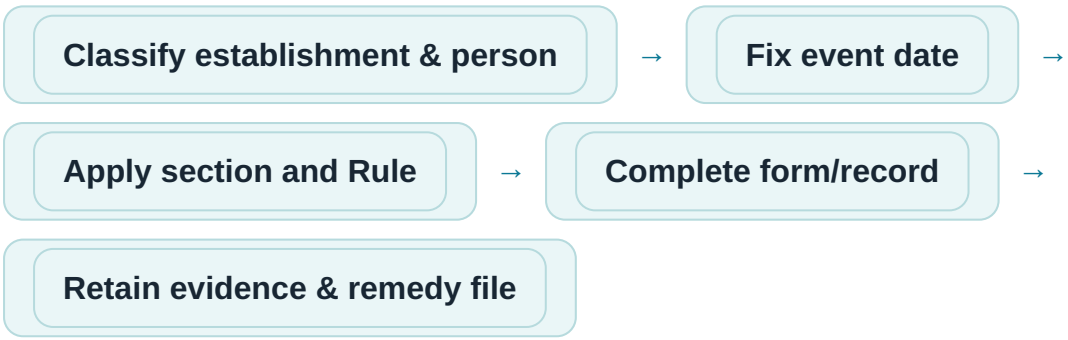
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: 116-143 | Central Rules mapped: 8 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Section 116: Delegation of powers

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 116 in the official source. Statutory title: Delegation of powers.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 116.

Section 117: Onus as to age

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 117 in the official source. Statutory title: Onus as to age.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 117.

Section 118: Onus of proving limits of what is practicable, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 118 in the official source. Statutory title: Onus of proving limits of what is practicable, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.

9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 118.

Section 119: Common licence for contractor, factories and to industrial premises, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 119 in the official source. Statutory title: Common licence for contractor, factories and to industrial premises, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.

9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.
10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

Applicable Central Rules immediately below the provision

Central Rule 87: Rule 87 — Form and manner of application for contractor license

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 90: Rule 90 — Procedure for issue of licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 96: Rule 96 — Amendment of Licence

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 87, Rule 88, Rule 89, Rule 90, Rule 96 | Official source: section 119.

Section 120: Effect of law and agreements inconsistent with Code

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 120 in the official source. Statutory title: Effect of law and agreements inconsistent with Code.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 184: Rule 184 — Grievance redressal mechanism for contract labour

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 185: Rule 185 — Annual increment of regular worker of a contractor

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 184, Rule 185 | Official source: section 120.

Section 121: Power of appropriate Government to direct inquiry in certain cases

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 121 in the official source. Statutory title: Power of appropriate Government to direct inquiry in certain cases.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.

9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

The committee checks jurisdiction, limitation, conflict and interim-risk issues before fixing the process calendar. Access is restricted, evidence is indexed and every communication is issued through an authorised channel.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 121.

Section 122: Publication of reports

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 122 in the official source. Statutory title: Publication of reports.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 122.

Section 123: Powers of Central Government to give directions

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 123 in the official source. Statutory title: Powers of Central Government to give directions.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 123.

Section 124: General restriction on disclosure of information

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 124 in the official source. Statutory title: General restriction on disclosure of information.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 124.

Section 125: Jurisdiction of civil courts barred

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 125 in the official source. Statutory title: Jurisdiction of civil courts barred.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Use compounding only for eligible offences and comply with the authorised officer’s form and payment requirements.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 125.

Section 126: Protection of action taken in good faith

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 126 in the official source. Statutory title: Protection of action taken in good faith.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 126.

Section 127: Power to exempt in special cases

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 127 in the official source. Statutory title: Power to exempt in special cases.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 127.

Section 128: Power to exempt during public emergency

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 128 in the official source. Statutory title: Power to exempt during public emergency.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Create a named control owner and maker-checker evidence trail.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 128.

Section 129: Power to exempt public institution

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 129 in the official source. Statutory title: Power to exempt public institution.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 129.

Section 130: Persons required to give notice, etc., legally bound to do so

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 130 in the official source. Statutory title: Persons required to give notice, etc., legally bound to do so.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 130.

Section 131: Power of Central Government to amend Schedule

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 131 in the official source. Statutory title: Power of Central Government to amend Schedule.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the Schedule entry, activity, substance, process or class that the power can lawfully modify.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Confirm the issuing Government, enabling provision, consultation or publication step and Gazette date.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Distinguish the notification date from its effective date and test whether any transition or saving applies.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Update the legal register, risk assessment, licence conditions, training material and contractor instructions from the effective date.
9. Create a named control owner and maker-checker evidence trail.

10. Retain the superseded and current Schedule versions so historical events remain auditable.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 131.

Section 132: Power to remove difficulties

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 132 in the official source. Statutory title: Power to remove difficulties.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 132.

Section 133: Power of appropriate Government to make rules

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 133 in the official source. Statutory title: Power of appropriate Government to make rules.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 133.

Section 134: Power of Central Government to make rules

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 134 in the official source. Statutory title: Power of Central Government to make rules.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 134.

Section 135: Power of State Government to make rules

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 135 in the official source. Statutory title: Power of State Government to make rules.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 135.

Section 136: Power of Central Government to make regulations in relation to mines and dock work

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 136 in the official source. Statutory title: Power of Central Government to make regulations in relation to mines and dock work.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.

8. Integrate emergency, accident-reporting and worker-participation controls into site operations.
9. Run initial, refresher, special and post-absence training before assigning hazardous work.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 136.

Section 137: Prior publication of rules, etc.

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 137 in the official source. Statutory title: Prior publication of rules, etc..

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 137.

Section 138: Power to make regulation without previous publication

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 138 in the official source. Statutory title: Power to make regulation without previous publication.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 138.

Section 139: Bye-laws

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 139 in the official source. Statutory title: Bye-laws.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 139.

Section 140: Powers to regulate general safety and health

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 140 in the official source. Statutory title: Powers to regulate general safety and health.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Create a named control owner and maker-checker evidence trail.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 140.

Section 141: Laying of regulations, rules, byelaws, etc., before Parliament

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 141 in the official source. Statutory title: Laying of regulations, rules, byelaws, etc., before Parliament.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 141.

Section 142: Laying of rules made by State Government

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 142 in the official source. Statutory title: Laying of rules made by State Government.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: section 142.

Section 143: Repeal and Savings

Current statutory text

> **Current statutory text source control.** The exact consolidated provision is displayed from the official source below. The analytical text after it is not a substitute for the signed Gazette. For an offline professional file, retain the official PDF and the event-date commencement instrument.

Open section 143 in the official source. Statutory title: Repeal and Savings.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 1: Rule 1 — Short title and commencement

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

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.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/ damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 1 | Official source: section 143.

Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
87	Rule 87 — Form and manner of application for contractor license	Source-controlled mapping
88	Rule 88 — Single Licence for Contractor in more than one States or for whole of India	Source-controlled mapping
89	Rule 89 — Forms, terms and conditions of licence	Source-controlled mapping
90	Rule 90 — Procedure for issue of licence	Source-controlled mapping
96	Rule 96 — Amendment of Licence	Source-controlled mapping
184	Rule 184 — Grievance redressal mechanism for contract labour	Source-controlled mapping
185	Rule 185 — Annual increment of regular worker of a contractor	Source-controlled mapping
1	Rule 1 — Short title and commencement	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	

Predecessor law	Transition control
	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.

- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 116 - Delegation of powers?

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 117 - Onus as to age?

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 118 - Onus of proving limits of what is practicable, etc.?

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 119 - Common licence for contractor, factories and to industrial premises, etc.?

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 120 - Effect of law and agreements inconsistent with Code?

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 121 - Power of appropriate Government to direct inquiry in certain cases?

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 122 - Publication of reports?

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 123 - Powers of Central Government to give directions?

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

Chapter XV - Beedi and cigar

This chapter turns beedi and cigar into an operational control file. It covers Beedi and cigar; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Beedi and cigar

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 beedi and cigar, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

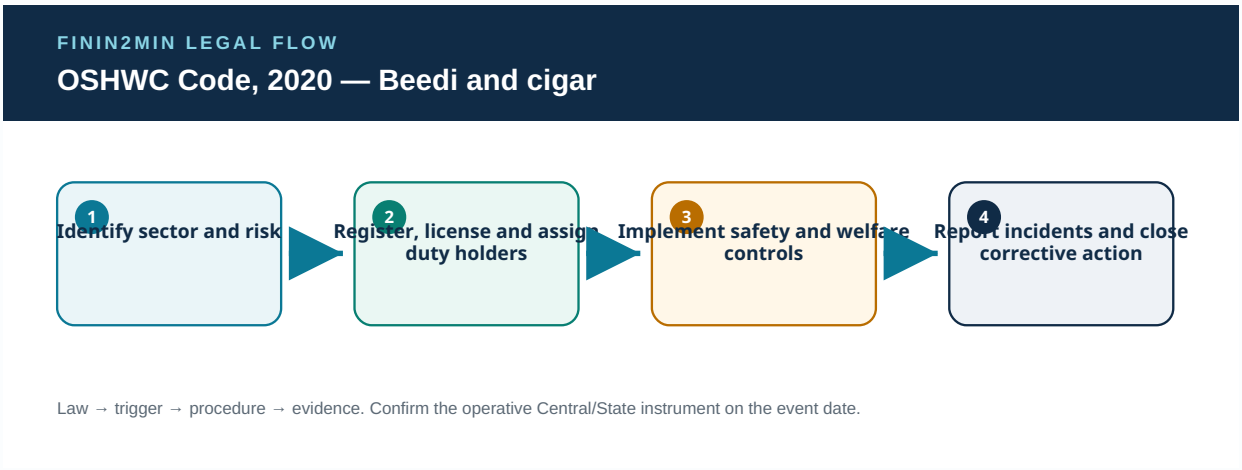
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XV - Beedi and cigar

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

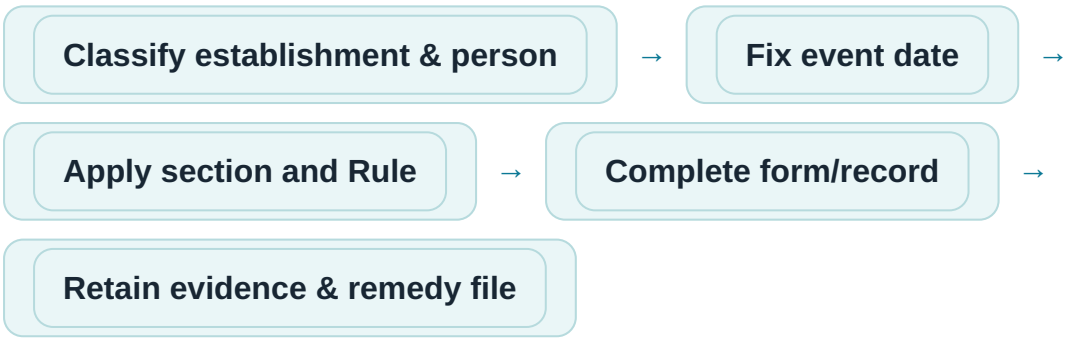
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: --- | Central Rules mapped: 0 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
No directly mapped Central Rule; check general and State instruments.		

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 review control 11 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 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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XVI - BOCW

This chapter turns bocw into an operational control file. It covers BOCW; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- BOCW

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 bocw, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

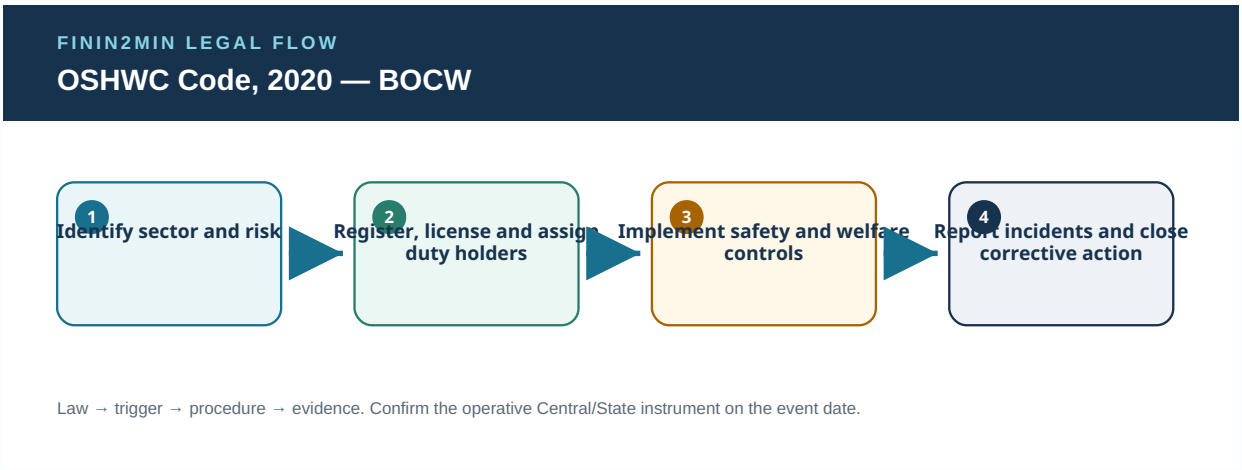
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XVI - BOCW

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

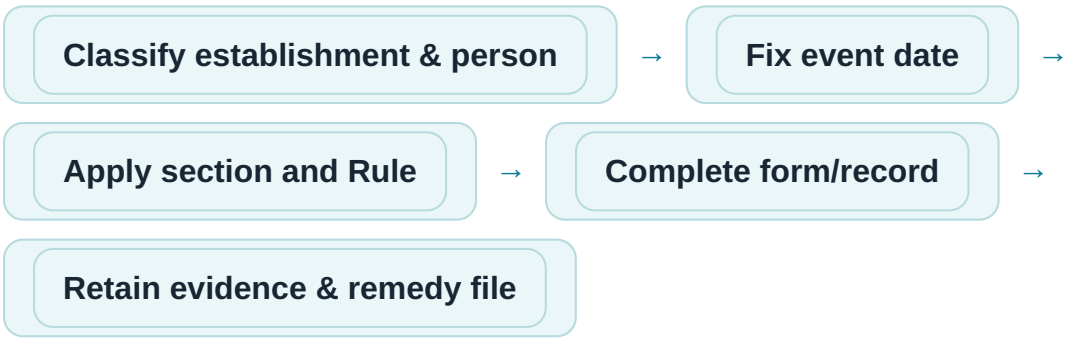
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: --- | Central Rules mapped: 0 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
No directly mapped Central Rule; check general and State instruments.		

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 review control 11 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 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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XVII - Factories

This chapter turns factories into an operational control file. It covers Factories; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Factories

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 factories, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

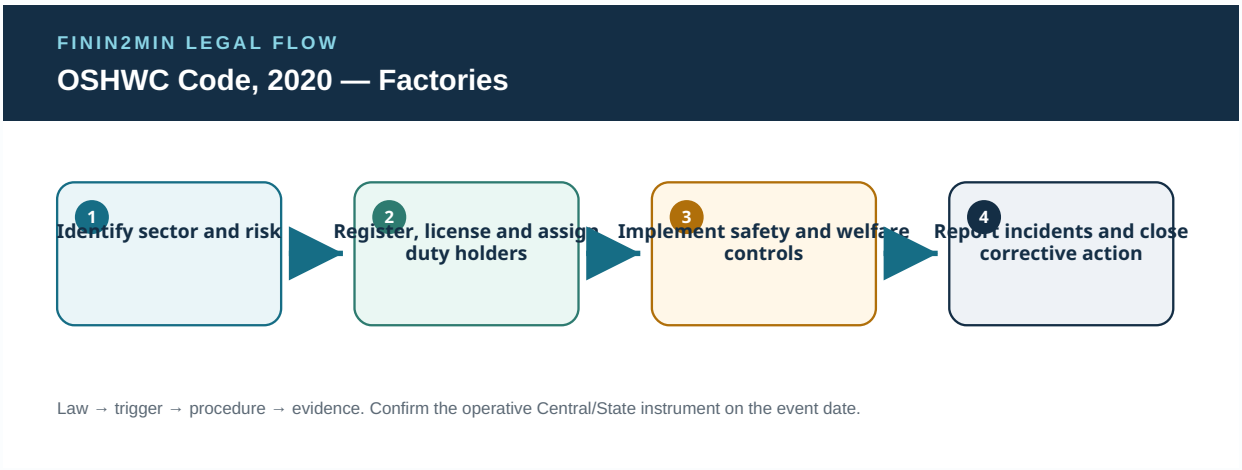
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XVII - Factories

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

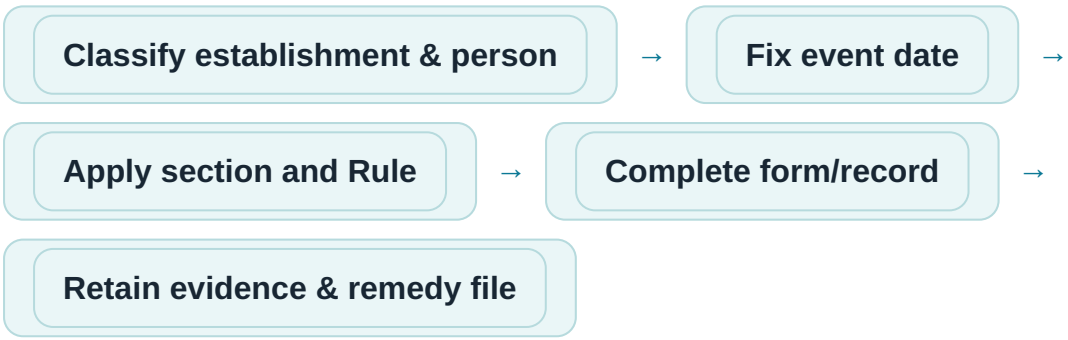
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: --- | Central Rules mapped: 0 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
No directly mapped Central Rule; check general and State instruments.		

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 review control 11 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 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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XVIII - Plantations

This chapter turns plantations into an operational control file. It covers Plantations; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Plantations

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 plantations, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

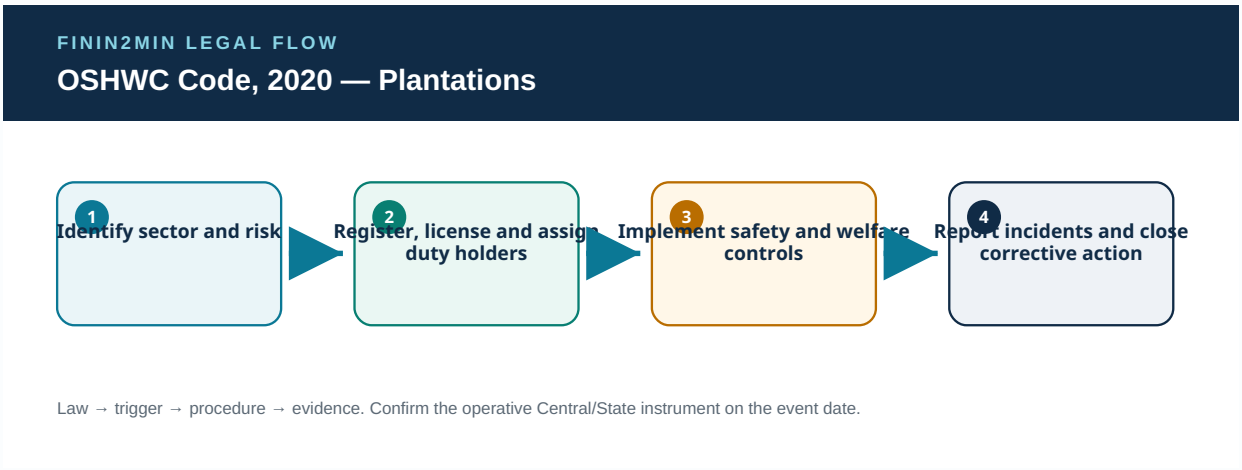
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XVIII - Plantations

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

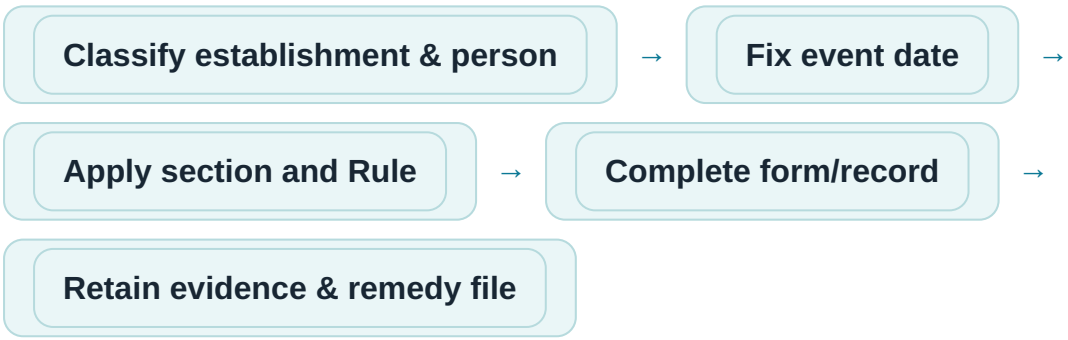
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: --- | Central Rules mapped: 0 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
No directly mapped Central Rule; check general and State instruments.		

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 review control 11 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 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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XIX - Offences and penalties

This chapter turns offences and penalties into an operational control file. It covers Offences and penalties; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Offences and penalties

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: failure to separate monetary liability, prosecution, compounding and officer-in-default exposure.

Employee / worker remedy

access to the competent authority/court and protection against unsupported recovery or prosecution. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 offences and penalties, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

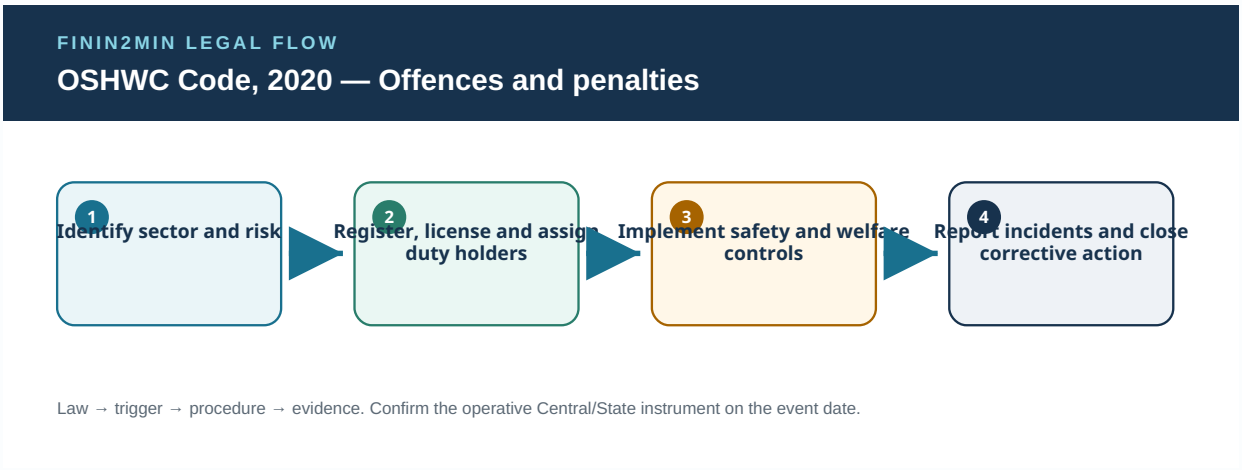
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XIX - Offences and penalties

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

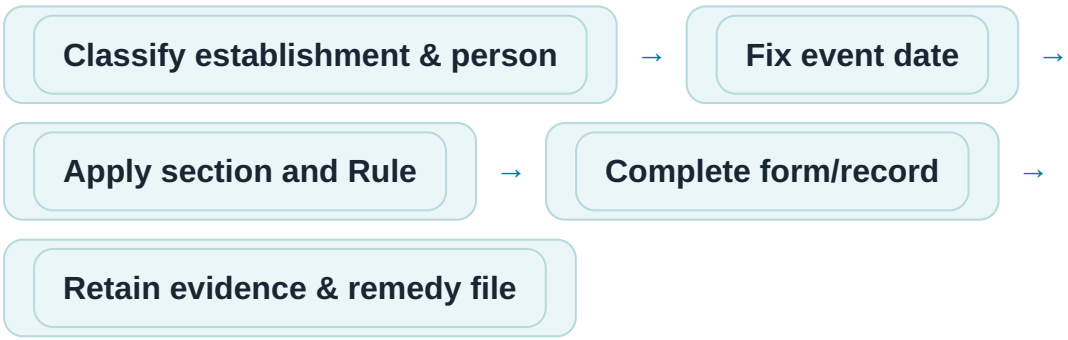
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: --- | Central Rules mapped: 0 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
No directly mapped Central Rule; check general and State instruments.		

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 review control 11 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 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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XX - Social Security Fund

This chapter turns social security fund into an operational control file. It covers Social Security Fund; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Social Security Fund

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 social security fund, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

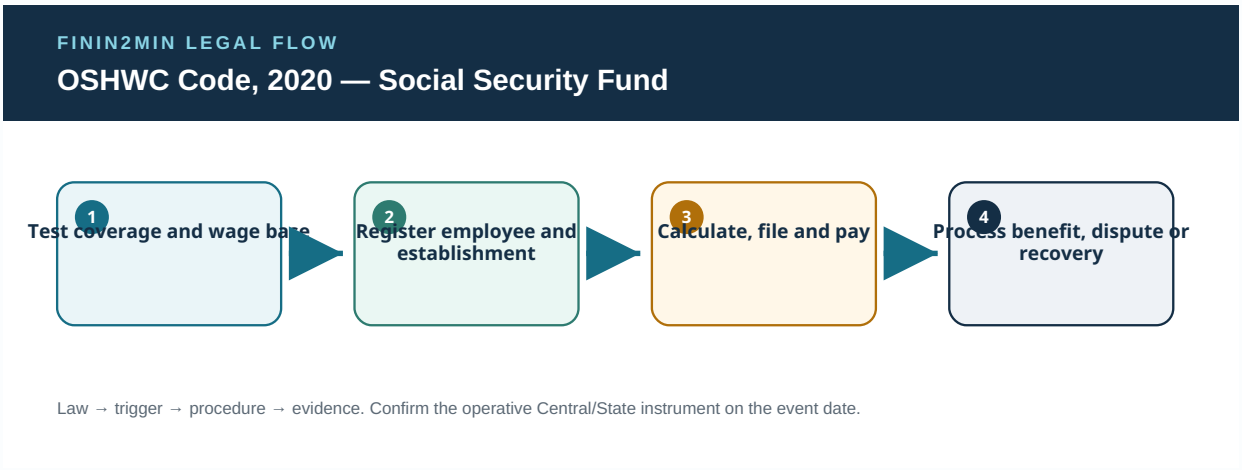
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XX - Social Security Fund

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

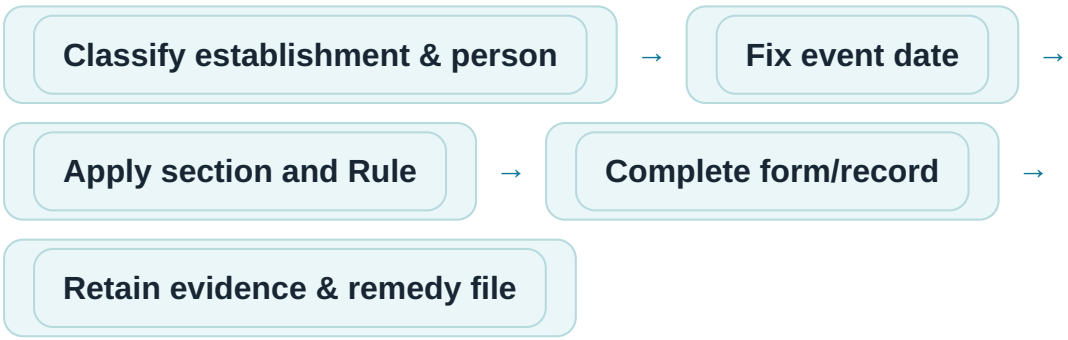
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: --- | Central Rules mapped: 0 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
No directly mapped Central Rule; check general and State instruments.		

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 review control 11 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 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.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XXI - Miscellaneous

This chapter turns miscellaneous into an operational control file. It covers Miscellaneous; 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

Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.

Main obligations / rights

- Miscellaneous

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

Employee / worker remedy

the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm authority, limitation and appeal route.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

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 miscellaneous, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

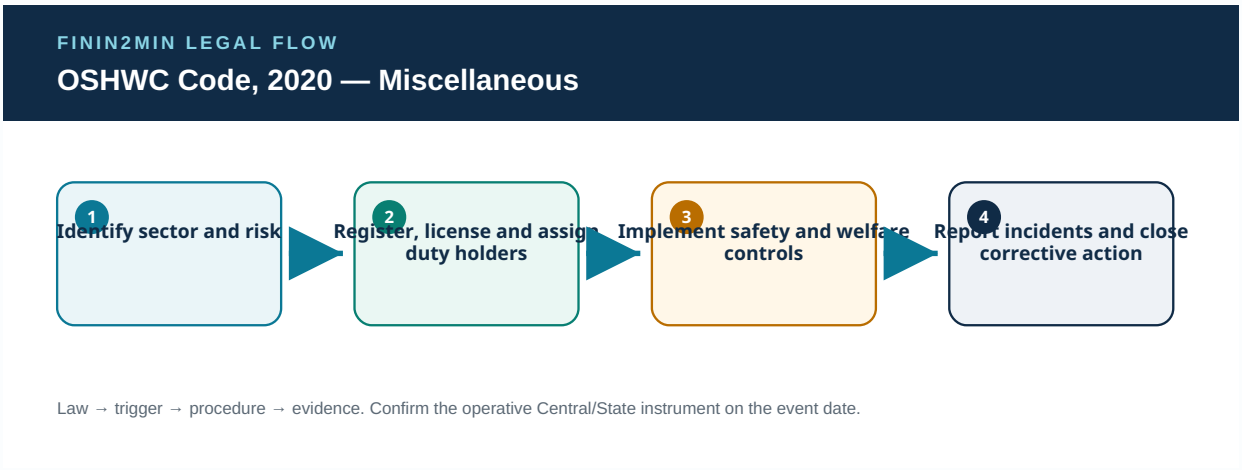
Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

LABOUR & MANPOWER LAW PUBLICATION SERIES

Chapter XXI - Miscellaneous

OSHWC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

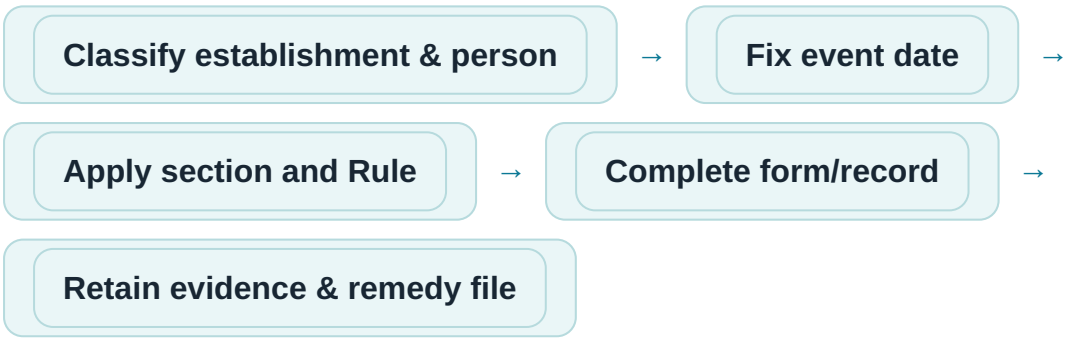
Review date: 2026-07-18 | Authors: CA Nikhil Gupta & Kajri Singh | Sections: --- | Central Rules mapped: 0 | **Official source viewer + local analytical map**



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

Publication-source status: The chapter contains the complete analytical and Rule-mapping layer. For the four parent Codes, the exact current Act text is displayed through the official India Code PDF/section viewer. It is not re-labelled as locally embedded text where the retained source file is unavailable. This preserves legal honesty while the official text is retained as the controlling source.

Chapter decision flow



Rules, forms, registers, portals and due dates

Rule	Subject	Text/control status
No directly mapped Central Rule; check general and State instruments.		

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Inter-State Migrant Workmen Act, 1979	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Cine-Workers Act, 1981	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
Dock Workers Act, 1986	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.
BOCW Act, 1996	Classify the event date, accrued right, saved Rule/notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

> Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, 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 review control 11 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 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.