

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.