

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.