

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.