

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 2 - Internal Committee

This chapter turns internal committee into an operational control file. It covers Internal Committee Constitution; 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

Every workplace, employer, Internal Committee, Local Committee, aggrieved woman, respondent and inquiry participant must follow the applicable complaint and confidentiality framework.

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Employer risk snapshot

Highest practical risks: committee defects, limitation errors, confidentiality breach or non-implementation of recommendations.

Old law / transition

Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.

Main obligations / rights

- Internal Committee Constitution

Forms / evidence

- Register
- Return
- Nomination
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employee / worker remedy

a time-bound complaint process, interim protection, confidentiality and appeal under the statutory framework. Confirm authority, limitation and appeal route.

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

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Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.