

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 4 - Complaint, conciliation and limitation

This chapter turns complaint, conciliation and limitation into an operational control file. It covers Complaint And Inquiry Timeline, Conciliation And Interim Relief; 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.	Main obligations / rights • Complaint And Inquiry Timeline • Conciliation And Interim Relief
Key thresholds / timelines • Authors: Nikhil Gupta & Kajri Singh Data reviewed on 17 July 2026 - Step Central time rule Complaint Within 3 months of incident/last incident; • Copy to respondent Within 7 working days under Rule 7. • Respondent reply Within 10 working days of receipt under Rule 7. • Inquiry report Provide within 10 days of completion.	Forms / evidence • Register • Return • Nomination • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: committee defects, limitation errors, confidentiality breach or non-implementation of recommendations.	Employee / worker remedy a time-bound complaint process, interim protection, confidentiality and appeal under the statutory framework. Confirm authority, limitation and appeal route.
Old law / transition Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.	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 complaint, conciliation and limitation, 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: LOCALLY EMBEDDED | 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.