

Finin2min

[Labour Publication Series](#)

Labour & Manpower Law Publication Series

Chapter III - Employer and employee duties

OSHC Code, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18 Authors: CA Nikhil Gupta & Kajri Singh Sections: 6-15 Central Rules mapped: 6 Local source-hashed Act text + linked Rules and implementation analysis

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OSHC Code, 2020 Employer and employee duties four-step compliance flowchart

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Publication-source status: Every mapped section of the parent Code is embedded locally from the retained official India Code PDF and carries the source SHA-256. Linked 2026 Central Rules, forms, notifications and operational analysis remain subject to the official Gazette and subsequent amendments.

Chapter decision flow

Classify establishment & person → Fix event date → Apply section and Rule → Complete form/record → Retain evidence & remedy file

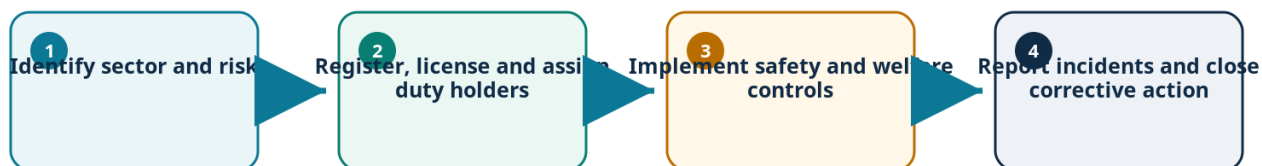
Finin2min Summary - Chapter in 2 Minutes

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

Chapter III - Employer and employee duties

FININ2MIN LEGAL FLOW

OSHWC Code, 2020 — Employer and employee duties



Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Use this flow with the chapter provision map, implementation controls, evidence checklist, limitation/forum review and remedy framework. Confirm the operative Central and State instruments on the event date.

Chapter III - Employer and employee duties

Finin2min implementation explanation

Maintain a controlled implementation file for Chapter III - Employer and employee duties: coverage and event date, operative Central/State instrument, responsible owner, approval and authority, form/portal step, due date, calculation basis, supporting evidence, exception, escalation and closure proof. Reconcile payroll, HR, finance, contractor and legal records before sign-off.

Practical example

Classify the worker and establishment, identify the operative provision and notified instrument on the event date, compute the entitlement or exposure from source records, obtain approval, complete the filing/payment/action, and retain evidence. Do not use a portal value or payroll label as a substitute for the statutory test.

Calculation / control template

Control calculation: verified population or transaction base $\times$ applicable notified rate/amount $\times$ eligible period, adjusted for statutory inclusions, exclusions, ceilings, interest, compensation and prior payments. Reperform the calculation from retained source data.

Current-law control: verify the operative Central/State instrument, notification, form, portal and binding judgment on the event date. Numerical amounts in examples are illustrative unless expressly sourced.

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 and 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
- Section 11: Notice of certain dangerous occurrences

Key thresholds and timelines

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

Forms, registers and evidence

- Notice
- Retain classification, calculation, approval, communication, 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 snapshot

Core protection: the substantive protection in this chapter, access to the prescribed authority/forum and a documented remedy within limitation. Confirm the authority, limitation and appeal route stated in this chapter.

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

1. Freeze the event date, establishment, location and person/worker classification.
2. Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
3. Reperform the calculation or decision test and document every exception or approval.
4. Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
5. 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.

[Download one-page Finin2min cheat sheet](#)

Section-by-section provision map

Provision Subject	Implementation focus
Section 6 Duties of employer	Trigger, linked Rule/form, evidence, consequence and remedy
Section 7 Duties and responsibilities of owner, agent and manager in relation to mine	Trigger, linked Rule/form, evidence, consequence and remedy
Section 8 Duties of designers, manufacturers, importers or suppliers	Trigger, linked Rule/form, evidence, consequence and remedy
Section 9 Duties of architect, project engineer and designer	Trigger, linked Rule/form, evidence, consequence and remedy
Section 10 Notice of certain accident	Trigger, linked Rule/form, evidence, consequence and remedy

Provision Subject	Implementation focus
Section 11 Notice of certain dangerous occurrences	Trigger, linked Rule/form, evidence, consequence and remedy
Section 12 Notice of certain diseases	Trigger, linked Rule/form, evidence, consequence and remedy
Section 13 Duties of employee	Trigger, linked Rule/form, evidence, consequence and remedy
Section 14 Rights of employee	Trigger, linked Rule/form, evidence, consequence and remedy
Section 15 Duty not to interfere with or misuse things	Trigger, linked Rule/form, evidence, consequence and remedy

Section 6: Duties of employer

Current statutory text

6. Duties of employer. – (1) Every employer shall,–

(a) ensure that workplace is free from hazards which cause or are likely to cause occupational disease to the employees;

(b) comply with the occupational safety and health standards, departmental rules, regulations, bye-laws or orders made under this Code;

(c) provide such annual health examination or test free of costs to such class of employees of establishments or such class of establishments as may be prescribed by the appropriate Government;

(d) provide and maintain, as far as is reasonably practicable, a safe and sound working environment and without risk to the health of the employees;

(e) ensure the disposal of hazardous and toxic waste including d

(f) issue a letter of appointment to every employee on his appointment with such information and in such form as may be prescribed by the appropriate Government where an employee has not been issued such appointment letter on or before the commencement of this Code, he shall, within three months of such commencement, be i

(g) ensure that no charge is levied on any employee, in respect of the cost of maintenance of safety and health at workplace including conduct of medical investigation for the purpose of detecting occupational diseases;

(h) relating to factory, mine, dock work, building or other construction work, ensuring and being responsible for the safety and health of employees, who are on the work premises of the employer, with or without his knowledge;

(2) Without prejudice to the generality of the provisions of sub-section (1), the following shall particularly in respect of factory, mines, dock, building or other construction work include—

(a) the provision and maintenance of plant and systems of work in a safe manner and without risk to health;

(b) the arrangements in the workplace for ensuring safety and health in connection with the use, handling, storage and transport of articles or substances;

(c) the provision of such information, instruction, training and supervision as may be necessary to ensure the health and safety of all employees at work;

(d) the maintenance of all places of work in the workplace in a safe manner, without risk to health and the provision and maintenance of such means of escape from places as are safe and without such risk;

(e) the provision, maintenance or monitoring of such working conditions as may be necessary to ensure the employees that is safe, without risk to health as regards facilities for their welfare at work.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 5: Rule 5 — Annual health examination of employees

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 6: Rule 6 — Letter of appointment to employee

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 7: Rule 7 — Notice of accidents and dangerous occurrences

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Central Rule 8: Rule 8 — Notice of disease

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Section 7: Duties and responsibilities of owner, agent and manager in relation to mine

Current statutory text

7. Duties and responsibilities of owner, agent and manager in relation to and agent of every mine shall jointly and severally be responsible for making provisions and for taking such other steps as may be necessary for compliance with the Code and the rules, regulations, bye-laws and orders made thereunder, relating to

(2) In the event of any contravention by any person whosoever of any of the rules, regulations, bye-laws or orders made thereunder, relating to specifically require any person to do any act or thing or prohibit any person besides the person who contravenes, then, each of the following persons shall be liable for such contravention unless he proves that he had used due diligence to comply with the provisions and had taken reasonable means to prevent such contravention, namely

(a) the official or officials appointed to perform duties of supervision which have been contravened;

(b) the manager of the mine;

(c) the owner and agent of the mine;

(d) the person appointed, if any, to carry out the responsibility under section 24.

(3) It shall not be a defence in any proceedings brought against the owner or manager under this section that the manager and other officials have been appointed in accordance with the Code or that a person to carry the responsibility under section 24 has been appointed.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.

6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.
9. Run initial, refresher, special and post-absence training before assigning hazardous work.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

Following a workplace event, the incident controller first protects life and the site, then completes statutory reporting, evidence preservation, medical documentation, contractor allocation and root-cause action without waiting for a compensation dispute.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 7](#).

Section 8: Duties of designers, manufacturers, importers or suppliers

Current statutory text

8. Duties of designers, manufacturers, importers or suppliers.—(1) Every person who manufactures, imports or supplies any article for use in any establishment

(a) ensure so far as is reasonably practicable, that the article is safe and without risk to the health of the workers in the establishment as to be safe and without risk to the health of the workers;

(b) carry out or arrange for the carrying out of such tests and examinations as may be considered necessary for the effective implementation of the provisions of this section;

(c) take steps as may be necessary to ensure that adequate information is available to the workers in the establishment—

(i) in connection with the use of the article in any establishment;

(ii) about the use for which such article is designed and manufactured;

(iii) about any conditions necessary to ensure that the article is safe, and without risk to the health of the workers:

Provided that where an article is designed or manufactured outside India, it shall be obligatory on the part of the importer to see—

(A) that the article conforms to the same standards of such article as are in force in the country outside India in which it is manufactured or

(B) if the standards adopted in the country outside India for such article is above the standards adopted in India, that the article conforms to such country;

(C) if there is no standard of such article in India, then, the article conforms to the standard adopted in the country from where it is imported at its time of importation.

(2) The designer, manufacturer, importer or supplier shall also comply with the standards of such article as may be adopted by the Central Government may, in consultation with the National Occupational Safety and Health Board referred to in sub-section (1) of section 16, by regulations specifying the standards of such article.

(3) Every person, who undertakes to design or manufacture any article in a factory, may carry out or arrange for the carrying out of necessary research and discovery and, so far as is reasonably practicable, the elimination or minimisation of the risk to the health or safety of the workers to which the design or manufacture of article gives rise to such risk.

(4) Nothing contained in sub-sections (1) and (2) shall be construed to require any person to carry out any testing, examination or research which has been carried out otherwise than in accordance with the standards of such article as may be adopted by the Central Government so far as it is reasonable for him to rely on the results thereof for the purpose of complying with the provisions of this section.

(5) Any duty imposed on any person by sub-sections (1) and (2) shall extend to any person who is employed by him in the design or manufacture of article.

the course of business carried on by him and to matters within his control

(6) Every person,—

(a) who erects or installs any article for use in a factory, shall such article so erected or installed does not make it unsafe or a risk used by the persons in such factory;

(b) who manufactures, imports or supplies any substance for use in

(i) ensure, so far as practicable, that such substance when used it unsafe or a risk to health of persons working in such factory;

(ii) carry out or arrange for carrying out of such tests and substance as may be necessary;

(iii) take such steps as are necessary to secure that the information carried out in connection with the use of the substance as referred available in a factory along with conditions necessary to ensure its health;

(c) who undertakes the manufacture of any substance for use in any arrange for carrying out of any necessary research with a view to discover practicable, to ensure the elimination or minimisation of any risks to substance may give rise out of such manufacture or research;

(7) For the purposes of this section, an article and substance is not to be if they are used without regard to any information or advice relating to the available by the person who has designed, manufactured, imported or supplied substance.

Explanation.—For the purpose of this section—

(a) “article” shall include plant and machinery;

(b) “substance” means any natural or artificial substance whether in the form of a gas or vapour; and

(c) “substance for use in any factory” means such substance, by persons working in a factory.

Finin2min clause-by-clause decode

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2. Identify the covered establishment, worker category, appropriate Government and event date.

3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance |
Official source: [section 8](#).

Section 9: Duties of architect, project engineer and designer

Current statutory text

9. Duties of architect, project engineer and designer.—(1) It shall be the duty of the project engineer or designer responsible for any building or other construction work on any project or part thereof relating to such building or other construction work at any stage, due consideration is given to the safety and health aspects of the work in which they who are employed in the erection, operation and execution of such projects shall be.

(2) Adequate care shall be taken by the architect, project engineer and designer in the project referred to in sub-section (1), not to include anything in the design or use of dangerous structures or other processes or materials, hazardous to the safety of workers and employees during the course of erection, operation and execution.

(3) It shall also be the duty of the professionals, involved in designing and executing construction projects, to take into account the safety aspects associated with the use of the structures and buildings where maintenance and upkeep may involve special provisions notified by the appropriate Government.

Finin2min clause-by-clause decode

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2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.

10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 9](#).

Section 10: Notice of certain accident

Current statutory text

10. Notice of certain accident.—(1) Where at any place in an establishment which causes death, or which causes any bodily injury by reason of which t from working for a period of forty-eight hours or more immediately followi such nature as may be prescribed by the appropriate Government, then,—

(a) employer or owner or agent or manager referred to in section 67 mine; or

(b) employer or manager in relation to such establishment if it is

(c) the employer of a plantation or an establishment relating to building or other establishment,

shall send notice thereof to such authorities, in such manner and within such period as may be prescribed by the appropriate Government.

(2) Where a notice given under sub-section (1) relates to an accident occurring at an establishment relating to building or other construction work or any other work, the authority to whom the notice is sent shall make an inquiry into the occurrence within the period specified in the notice or if there is no such authority, the Chief Inspector-cum-Facilitator shall make an inquiry within the said period.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Stabilise the emergency and arrange rescue, first aid and medical treatment before administrative reporting.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Classify death, injury, lost-time incapacity, dangerous occurrence or occupational disease against the statutory trigger.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Notify every prescribed authority, police/family where applicable, in the required form and within the specific clock.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Preserve the first incident record, scene evidence, witness accounts, equipment state and later corrections.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 7: Rule 7 — Notice of accidents and dangerous occurrences

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

Following a workplace event, the incident controller first protects life and the site, then completes statutory reporting, evidence preservation, medical documentation, contractor allocation and root-cause action without waiting for a compensation dispute.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 7 | Official source: [section 10](#).

Section 11: Notice of certain dangerous occurrences

Current statutory text

11. Notice of certain dangerous occurrences.—Where in an establishment there occurs any accident or occurrence of such nature, (whether causing any bodily injury or disability or not), the person in charge of the establishment shall send notice thereof to such authorities, and in such form and within such time as may be prescribed by the appropriate Government.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.

3. Stabilise the emergency and arrange rescue, first aid and medical treatment before administrative reporting.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Classify death, injury, lost-time incapacity, dangerous occurrence or occupational disease against the statutory trigger.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Notify every prescribed authority, police/family where applicable, in the required form and within the specific clock.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Preserve the first incident record, scene evidence, witness accounts, equipment state and later corrections.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 7: Rule 7 — Notice of accidents and dangerous occurrences

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/

officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 7 | Official source: [section 11](#).

Section 12: Notice of certain diseases

Current statutory text

12. Notice of certain diseases.—(1) Where any worker in an establishment specified in the Third Schedule, the employer of the establishment shall send notice to the authorities, and in such form and within such time, as may be prescribed by the appropriate Government.

(2) If any qualified medical practitioner attends on a person, who is or is believed to be suffering from a disease specified in the Third Schedule, the medical practitioner shall write in writing to the office of the Chief Inspector-cum-Facilitator in such form and within such time, as may be prescribed by the appropriate Government.

(3) If any qualified medical practitioner fails to comply with the provisions of this section, he shall be punishable with penalty which may extend to ten thousand rupees.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Stabilise the emergency and arrange rescue, first aid and medical treatment before administrative reporting.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Classify death, injury, lost-time incapacity, dangerous occurrence or occupational disease against the statutory trigger.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Notify every prescribed authority, police/family where applicable, in the required form and within the specific clock.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Preserve the first incident record, scene evidence, witness accounts, equipment state and later corrections.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 8: Rule 8 — Notice of disease

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 8 | Official source: [section 12](#).

Section 13: Duties of employee

Current statutory text

13. Duties of employee. –Every employee at workplace shall,—

(a) take reasonable care for the health and safety of himself and others affected by his acts or omissions at the workplace;

(b) comply with the safety and health requirements specified in the

(c) co-operate with the employer in meeting the statutory obligations;
Code;

(d) if any situation which is unsafe or unhealthy comes to his attention, he shall report such situation to his employer or to the health and safety representative or manager referred to in section 67, safety officers or an officer thereof, as the case may be, who shall report it to the employer in the manner prescribed by the appropriate Government;

(e) not wilfully interfere with or misuse or neglect any appliance, provided at workplace for the purpose of securing the health, safety and

(f) not do, wilfully and without reasonable cause, anything, likely to be prejudicial to the health, safety and

(g) perform such other duties as may be prescribed by the appropriate Government.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 9: Rule 9 — Duties of employee

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 9 | Official source: [section 13](#).

Section 14: Rights of employee

Current statutory text

14. Rights of employee.—(1) Every employee in an establishment shall have the employer information relating to employee's health and safety at work directly or through a member of the Safety Committee as constituted under the employer for such purpose, regarding inadequate provision for protection in connection with the work activity in the workplace, and if not satisfied,

(2) Where the employee referred to in sub-section (1) in any workplace that there is a likelihood of imminent serious personal injury or death or may bring the same to the notice of his employer directly or through a member referred to in sub-section (1) and simultaneously bring the same to the notice of the Facilitator.

(3) The employer or any employee referred to in sub-section (1) shall take action if he is satisfied about the existence of such imminent danger and send a report taken to the Inspector-cum-Facilitator in such manner as may be prescribed by the Government.

(4) If the employer referred to in sub-section (3) is not satisfied about

danger as apprehended by his employees, he shall, nevertheless, refer the Inspector-cum-Facilitator whose decision on the question of the existence be final.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 10: Rule 10 — Rights of employee

Rule mapping is retained; read the official 2026 Gazette for the exact sub-rule text and forms.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: Rule 10 | Official source: [section 14](#).

Section 15: Duty not to interfere with or misuse things

Current statutory text

15. Duty not to interfere with or misuse things.—No person shall intentionally interfere with, damage or misuse anything which is provided in the interest under this Code.

CHAPTER IV

OCCUPATIONAL SAFETY AND HEALTH

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.

6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Create a named control owner and maker-checker evidence trail.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

No direct Central Rule is mapped. Check general procedural Rules, State Rules and later notifications.

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

Consequence, remedy and limitation

Identify the substantive default first, then separately map arrears or benefit, interest/damages, administrative penalty, prosecution, compounding, company/officer liability, forum, appeal and limitation. Do not infer a remedy from the heading alone.

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 15](#).

Rules, forms, registers, portals and due dates

Rule Subject	Text/control status
5 Rule 5 — Annual health examination of employees	Source-controlled mapping
6 Rule 6 — Letter of appointment to employee	Source-controlled mapping
7 Rule 7 — Notice of accidents and dangerous occurrences	Source-controlled mapping
8 Rule 8 — Notice of disease	Source-controlled mapping
9 Rule 9 — Duties of employee	Source-controlled mapping
10 Rule 10 — Rights of employee	Source-controlled mapping

Forms and registers must be confirmed from the appended 2026 Central Rules and the live portal applicable to the appropriate Government. A form is not treated as current merely because an earlier law used the same number.

Notifications and effective-date history

Control	Required action
Enactment	Record Act number, assent and Gazette publication.
Commencement	Use the provision-specific commencement notification; the four Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	

Predecessor law

Transition control

Mines Act, 1952

Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Working Journalists laws

Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Motor Transport Workers Act, 1961

Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Beedi and Cigar Workers Act, 1966

Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Contract Labour Act, 1970

Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Inter-State Migrant Workmen Act, 1979

Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Cine-Workers Act, 1981

Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Dock Workers Act, 1986

Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

BOCW Act, 1996

Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.

Practical calculations and control file

Calculation sequence

1. Freeze the employee/worker population and event date.
2. Apply the statutory wage/benefit base and notified threshold.
3. Reconcile attendance, service, payroll and contractor records.
4. Calculate principal amount, interest/damages and any statutory compensation separately.
5. Obtain legal/payroll approval and retain the versioned worksheet.

Three-owner sign-off

- **Employer/HR:** facts, classification, communication and workflow.
- **Employee/worker:** notice, records, nomination/claim and acknowledgement.
- **Professional:** source, formula, forum, limitation and evidence reconciliation.

Binding and highly relevant case-law principles

Older cases are included for principles only. Their continued application must be tested against the current Code wording, repeal-and-savings clause and later judgments.

Decision	Principle and present-use caution
Consumer Education and Research Centre v. Union of India	Worker health and safety are connected with dignity and life; statutory standards should be treated as minimum controls.
J.K. Industries Ltd. v. Chief Inspector of Factories	Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.
Vellore Citizens Welfare Forum v. Union of India	Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.
Gammon India Ltd. v. Union of India	Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.
- Central Rules do not automatically displace valid State Rules, rates, registers, authorities or portal procedures.
- Minimum-wage rates, holidays, working-hours permissions, licences and local welfare obligations require State-specific verification.
- Record Gazette number, effective date and supersession status in the location compliance register.

Practical transaction application

Apply the chapter to site acquisition, factory/establishment registration, contractor mobilisation, licence conditions, migrant-worker deployment,

construction, hazardous process, working hours, welfare, accident response and shutdown planning.

Authority, consent and execution controls

Identify the employer, occupier, manager, principal employer, contractor, safety officer, medical officer and authorised signatory. Verify licences, appointments, delegations and government approvals before mobilisation; contract allocation does not extinguish statutory responsibility.

Stamp duty and registration alerts

Licences and statutory registrations are distinct from stamping/registration of leases, construction contracts, contractor agreements, security instruments and land documents. Check State stamp and registration law for the underlying transaction while separately completing labour-law approvals.

Evidence and document-retention checklist

Retain the operative law/rule version, classification note, approvals, signed instruments, statutory forms, portal acknowledgements, registers, calculations, bank proof, correspondence, inspection records, service proof, decision and appeal file. Apply the longer of the statutory retention rule, litigation hold, tax/audit need and contractual requirement; restrict access to personal and sensitive data.

Performance, delivery and payment controls

Use pre-mobilisation gates for registration, licence, competency, medical fitness, training, PPE, welfare and emergency readiness. Link contractor invoices to attendance, wage payment, contribution proof, safety records and incident closure.

Breach, loss, mitigation and remedy framework

On detecting a breach, stop continuing exposure, preserve evidence, quantify employee and government dues, identify affected persons, make lawful corrective payment/filing, notify the authorised decision-maker, assess self-disclosure or compounding where available, and reserve contractual recovery against responsible vendors without delaying statutory remediation.

Limitation and forum controls

Route inspection, licence, prohibition, penalty and appeal matters to the prescribed authority and court. Preserve inspection records, sampling chain, accident evidence, notices and appeal clocks; contractual dispute forums do not displace regulatory action.

Arbitration and mediation interface

Arbitration or mediation may resolve employer-contractor allocation and indemnity disputes, but cannot bind inspectors, waive safety duties, suppress accident reporting or replace statutory prosecution/appeal channels.

Company, partnership, GST and tax overlays

For a company, align board/delegation and officer-in-default controls; for an LLP or partnership, identify the designated partner/partner and authorised employer representative. Labour dues can affect transaction price, indemnities, director/partner exposure and insolvency claims. Salary/TDS, perquisite, contractor TDS, GST on outsourced services and accounting provisions must be reconciled without treating tax treatment as proof of labour-law classification.

Finin2min Q&A

Which law and version should be applied?

Use the current text of OSHWC Code, 2020, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 6 - Duties of employer?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 7 - Duties and responsibilities of owner, agent and manager in relation to mine?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 8 - Duties of designers, manufacturers, importers or suppliers?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 9 - Duties of architect, project engineer and designer?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 10 - Notice of certain accident?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 11 - Notice of certain dangerous occurrences?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 12 - Notice of certain diseases?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 13 - Duties of employee?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

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