

Finin2min

[Labour Publication Series](#)

Labour & Manpower Law Publication Series

Chapter IV - Occupational safety and health

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

Review date: 2026-07-18 Authors: CA Nikhil Gupta & Kajri Singh Sections: 16-22 Central Rules mapped: 11 Local source-hashed Act text + linked Rules and implementation analysis

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OSHC Code, 2020 Occupational safety and health 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

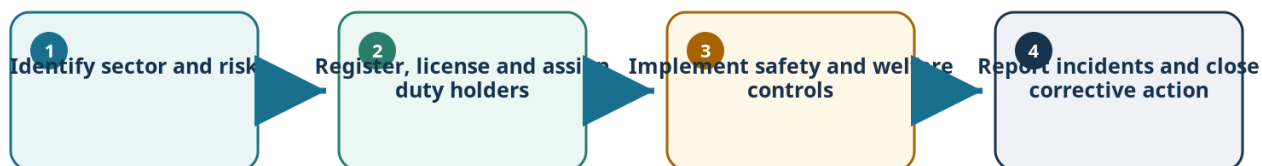
Finin2min Summary - Chapter in 2 Minutes

This chapter turns occupational safety and health into an operational control file. It covers National Occupational Safety and Health Advisory Board, State Occupational Safety and Health Advisory Board, Occupational safety and health standards, Research related activities; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the

Chapter IV - Occupational safety and health

FININ2MIN LEGAL FLOW

OSHWC Code, 2020 — Occupational safety and health



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 IV - Occupational safety and health

Finin2min implementation explanation

Maintain a controlled implementation file for Chapter IV - Occupational safety and health: 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.

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 16: National Occupational Safety and Health Advisory Board
- Section 17: State Occupational Safety and Health Advisory Board
- Section 18: Occupational safety and health standards
- Section 19: Research related activities
- Section 20: Safety and occupational health surveys
- Section 21: Collection of statistics and portal for inter-State migrant workers

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

- Applicable form/register, calculation file, approval and acknowledgement evidence
- Retain classification, calculation, approval, communication, acknowledgement and payment/filing proof.

Employer risk snapshot

Highest practical risks: risk-assessment, training, protective-equipment, reporting and emergency-control failures.

Employee/worker remedy snapshot

Core protection: a safe workplace, information/training, protective measures and complaint/reporting routes. 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 occupational safety and health, 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 16	National Occupational Safety and Health Advisory Board	Trigger, linked Rule/form, evidence, consequence and remedy
Section 17	State Occupational Safety and Health Advisory Board	Trigger, linked Rule/form, evidence, consequence and remedy
Section 18	Occupational safety and health standards	Trigger, linked Rule/form, evidence, consequence and remedy
Section 19	Research related activities	Trigger, linked Rule/form, evidence, consequence and remedy
Section 20	Safety and occupational health surveys	Trigger, linked Rule/form, evidence, consequence and remedy
Section 21	Collection of statistics and portal for inter-State migrant workers	Trigger, linked Rule/form, evidence, consequence and remedy
Section 22	Safety Committee and safety officers	Trigger, linked Rule/form, evidence, consequence and remedy

Section 16: National Occupational Safety and Health Advisory Board

Current statutory text

16. National Occupational Safety and Health Advisory Board.—(1) The Central Government, by notification, constitute the National Occupational Safety and Health Advisory Board (in this Code referred to as the National Board) to discharge the functions conferred on it by this Code and to advise the Central Government on the matters relating to—

(a) standards, rules and regulations to be declared or framed under this Code;

(b) implementation of the provisions of this Code and the standards referred to in sub-section (a) thereto;

(c) the issues of policy and programme relating to occupational safety and health from time to time, by the Central Government; and

(d) any other matter in respect of this Code referred to it, from time to time, by the Government.

(2) The National Board shall consist of—

(a) Secretary, Ministry of Labour and Employment—Chairperson ex officio;

(b) Director General, Factory Advice Service and Labour Institutes, Delhi—Member ex officio;

(c) Director General, Mines Safety, Dhanbad—Member ex officio;

(d) Chief Controller of Explosives, Nagpur—Member ex officio;

(e) Chairman, Central Pollution Control Board, New Delhi—Member ex officio;

(f) Chief Labour Commissioner (Central), New Delhi—Member ex officio;

(g) Principal Secretaries dealing with labour matters of four States (to be nominated by the Government may deem fit)—Member ex officio;

(h) Director General, Employee's State Insurance Corporation, New Delhi—Member ex officio;

(i) Director General, Health Services, New Delhi—Member ex officio;

(j) five representatives of employers—Member ex officio;

(k) five representatives of employees—Member ex-officio;

(l) a representative of professional body associated with the matters relating to occupational safety and health policies being framed—Member;

(m) five eminent persons connected with the field of Occupational representatives from reputed research institutions or similar other dis

(n) special invitees from the State Government or the Government of inputs in specific matters or industry or sector which is predominant i Member;

(o) Joint Secretary, Ministry of Labour and Employment—Member Secre

(3) The terms of office of the Members referred to in clauses (g), (j), shall be of three years and the procedure for their nomination, and discha such as may be prescribed by the Central Government.

(4) The Central Government may, in consultation with the National Board nature and categories of other officers and employees required to assist t discharge of its functions and terms and conditions of service of such off National Board shall be such as may be prescribed by the Central Governmen

(5) The Central Government may constitute as many technical committees consisting of such number of members having such qualifications as may be Government, to assist the National Board in discharge of its function spec

(6) The National Board shall consult the State Governments whose Princi Members of the National Board as required under clause (g) of sub-section of specific issues relating to plantation, factories and like other issues may be invited by the National Board as special invitee for obtaining thei

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. Test the establishment/sector threshold and identify the appointing authority or employer obligation.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Document balanced composition, competency, independence, tenure and replacement arrangements.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Set a meeting calendar and agenda covering incidents, risk assessment, worker concerns and corrective actions.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.

9. Record dissent, action owners, due dates and escalation of unresolved imminent risks.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 11: Rule 11 — Provisions relating to National Occupational Safety and Health Advisory Board

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

Central Rule 12: Rule 12 — Technical Committees or Advisory Committees

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 11, Rule 12 | Official source: [section 16](#).

Section 17: State Occupational Safety and Health Advisory Board

Current statutory text

17. State Occupational Safety and Health Advisory Board.—(1) The State Government may constitute a Board to be called the State Occupational Safety and Health Advisory Board (referred to as “State Advisory Board”) to advise the State Government on the administration of this Code as may be referred to it by the State Government.

(2) The constitution, procedure and other matters relating to the State Advisory Board may be prescribed by the State Government.

(3) The State Government may constitute as many technical committees or sub-committees of the State Advisory Board including site appraisal committees, consisting of such persons having such qualifications as may be prescribed, to assist the State Government in discharge of their functions relating to the area falling within their jurisdiction.

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. Test the establishment/sector threshold and identify the appointing authority or employer obligation.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Document balanced composition, competency, independence, tenure and replacement arrangements.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Set a meeting calendar and agenda covering incidents, risk assessment, worker concerns and corrective actions.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Record dissent, action owners, due dates and escalation of unresolved imminent risks.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

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 17](#).

Section 18: Occupational safety and health standards

Current statutory text

18. Occupational safety and health standards.—(1) The Central Government s notification, standards on occupational safety and health for workplaces r work, beedi and cigar, building and other construction work and other esta

(2) In particular and without prejudice to the generality of the power followed under sub-section (1), such standards shall relate to—

(a) physical, chemical, biological and any other hazards to be deal employee to ensure to the extent feasible on the basis of the best avail

capacity, that no employee will suffer material impairment of health or such employee has regular exposure to such hazards;

(b) the norms—

(i) appraising the hazards to employees and users to whom such

(ii) relating to relevant symptoms and appropriate energy tree precautions of safe use or exposure;

(iii) for monitoring and measuring exposure of employees to h

(iv) for medical examination and other tests which shall be made at his cost, to the employees exposed to hazards; and

(v) for hazard evaluation procedures like safety audit, hazard analysis, event free analysis and such other requirements;

(c) medical examination including criteria for detection and report extended to the employees even after he ceases to be in employment, if occupational disease which arises out of or in the course of employment

(d) such aspects of occupational safety and health relating to work Government considers necessary on the report of the authority designated for such purpose;

(e) such safety and health measures as may be required having regard to prevailing at the workplaces relating to mine, factory, building and other work, dock work or any other establishments notified; and

(f) matters specified in the Second Schedule to this Code.

(3) Notwithstanding anything contained in section 131, the Central Government may, after consulting the recommendation of the National Board and after notifying its intention in the Official Gazette for five days', by notification, amend the Second Schedule.

(4) The State Government may, with the prior approval of the Central Government, amend the standards made under sub-section (1) and sub-section (2) for the purposes of the Code in the appropriate Government situated in the State.

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. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.

4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Create a named control owner and maker-checker evidence trail.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 11: Rule 11 — Provisions relating to National Occupational Safety and Health Advisory Board

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

Central Rule 12: Rule 12 — Technical Committees or Advisory Committees

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 11, Rule 12 | Official source: [section 18](#).

Section 19: Research related activities

Current statutory text

19. Research related activities.—It shall be the duty of such institutions safety and health as the Central or State Government may notify to conduct demonstrations relating to occupational safety and health and thereafter s the Central Government or the State Government, as the case may be:

Provided that the State Government shall consult National Board before experiments and demonstration relating to 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 19](#).

Section 20: Safety and occupational health surveys

Current statutory text

20. Safety and occupational health surveys.—(1) At any time during the normal hours of work or at any other time as he may deem necessary,—

- (a) the Chief Inspector-cum-Facilitator in the case of factory or mine;
- (b) the Director General of Factory Advice Service and Labour Inspection in the case of mine; or
- (c) the Director General of Mines Safety in the case of mine; or
- (d) the Director General of Health Services in the case of factory or mine.

(e) such other officer as may be authorised by the appropriate Government establishment or class of establishments,

after giving notice in writing to the employer, conduct survey of the factory or establishment or class of establishments and such employer shall afford all facilities including facilities for the examination and testing of plant and machinery and other data relevant to the survey.

Explanation.—For the purposes of this sub-section, the expression “employer” means the person or persons responsible for the safety and the occupational health of such establishments, as the case may be.

(2) For the purpose of facilitating surveys under sub-section (1) every person conducting the survey, present himself to undergo such medical examination considered necessary by such person and furnish all information in his possession for the survey.

(3) Any time spent by a worker for undergoing medical examination or for undergoing such medical examination under sub-section (2) shall, for the purpose of calculating wages and extra wages, be deemed to be working hour for him.

Explanation.—For the purposes of this section, the report submitted to the person conducting the survey under sub-section (1) shall be deemed to be the report of the Inspector-cum-Facilitator under this Code.

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. Verify the officer’s jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.

10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

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 20](#).

Section 21: Collection of statistics and portal for inter-State migrant workers

Current statutory text

21. Collection of statistics and portal for inter-State migrant workers.—(this Code, the Central Government and the State Government shall collect occupational safety and health statistics in such form and manner as may be)

(2) The Central Government and the State Governments shall maintain the inter-State migrant workers, electronically or otherwise in such portal and

may be prescribed by the Central Government:

Provided that an inter-State migrant worker may register himself as an such portal on the basis of self-declaration and Aadhaar:

Provided further that the workers who have migrated from one State to a employed in that other State may also register themselves on that portal.

Explanation.—For the purposes of this sub-section, the expression “Aadh meaning as assigned to it in clause (a) of section 2 of the Aadhaar (Targeted Other Subsidies, Benefits and Services) Act, 2016 (18 of 2016).

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. Classify the principal employer, contractor, worksite, worker category and inter-State movement facts.
3. Identify migrant status using recruitment, residence and deployment facts rather than contractor labels alone.
4. Test registration/licensing, threshold, appointment, journey allowance, displacement or other worker entitlement triggers.
5. Capture origin, destination, emergency contact and skills information with privacy safeguards.
6. Reconcile attendance, wage, social-security, accommodation, safety and contractor invoice records worker by worker.
7. Provide prescribed facilities and journey allowance without unlawful deduction.
8. Create a principal-employer recovery file without treating contractual indemnity as a substitute for statutory performance.
9. Display and communicate helpline/grievance access in a language understood by workers.
10. Map inspection, claim, recovery, appeal and penal consequences for both principal employer and contractor.

Applicable Central Rules immediately below the provision

Central Rule 13: Rule 13 — Collection of statistics and portal for inter-State migrant workers

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 13 | Official source: [section 21](#).

Section 22: Safety Committee and safety officers

Current statutory text

22. Safety Committee and safety officers.—(1) The appropriate Government may, by special order, require any establishment or class of establishments to constitute a Safety Committee consisting of representatives of employers and workers employed therein in such manner that the number of representatives of workers on the Committee shall be not less than the number of representatives of the employer and the representatives of the workers shall be elected in such manner and for such purpose as may be prescribed by the appropriate Government.

(2) In every establishment which is a—

- (a) factory wherein five hundred workers or more; or
- (b) factory carrying on hazardous process wherein two hundred fifty workers or more; or
- (c) building or other construction work wherein two hundred fifty workers or more; or
- (d) mine wherein one hundred workers or more, are ordinarily employed.

the employer shall also appoint such number of safety officers, who shall

perform such duties, as may be prescribed by appropriate Government.

CHAPTER V

HEALTH, SAFETY AND WORKING CONDITIONS

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. Test the establishment/sector threshold and identify the appointing authority or employer obligation.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Document balanced composition, competency, independence, tenure and replacement arrangements.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Set a meeting calendar and agenda covering incidents, risk assessment, worker concerns and corrective actions.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Record dissent, action owners, due dates and escalation of unresolved imminent risks.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 14: Rule 14 — Safety Committee

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

Central Rule 15: Rule 15 — Composition of Safety Committee

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

Central Rule 16: Rule 16 — Composition of Safety Committee in mines

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

Central Rule 17: Rule 17 — Functions of Safety Committee in case of Mines

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

Central Rule 18: Rule 18 — Safety officer for Dock Work and Building or Other Construction Work

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

Central Rule 19: Rule 19 — Duties of Safety Officers in case of dock work and building or other construction work

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

Central Rule 20: Rule 20 — Safety officer in case of mines

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

Central Rule 21: Rule 21 — Duties of Safety Officer in case of mines

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 14, Rule 15, Rule 16, Rule 17, Rule 18, Rule 19, Rule 20, Rule 21
| Official source: [section 22](#).

Rules, forms, registers, portals and due dates

Rule Subject	Text/control status
11 Rule 11 — Provisions relating to National Occupational Safety and Health Advisory Board	Source-controlled mapping
12 Rule 12 — Technical Committees or Advisory Committees	Source-controlled mapping
13 Rule 13 — Collection of statistics and portal for inter-State migrant workers	Source-controlled mapping
14 Rule 14 — Safety Committee	Source-controlled mapping
15 Rule 15 — Composition of Safety Committee	Source-controlled mapping
16 Rule 16 — Composition of Safety Committee in mines	Source-controlled mapping
17 Rule 17 — Functions of Safety Committee in case of Mines	Source-controlled mapping
18 Rule 18 — Safety officer for Dock Work and Building or Other Construction Work	Source-controlled mapping
19 Rule 19 — Duties of Safety Officers in case of dock work and building or other construction work	Source-controlled mapping
20 Rule 20 — Safety officer in case of mines	Source-controlled mapping
21 Rule 21 — Duties of Safety Officer in case of mines	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	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
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.

Predecessor law

Inter-State Migrant
Workmen Act, 1979

Cine-Workers Act, 1981

Dock Workers Act, 1986

BOCW Act, 1996

Transition control

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.

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

Consumer Education and
Research Centre v. Union
of India

Principle and present-use caution

Worker health and safety are connected with dignity
and life; statutory standards should be treated as
minimum controls.

Decision

J.K. Industries Ltd. v.
Chief Inspector of
Factories

Vellore Citizens Welfare
Forum v. Union of India

Gammon India Ltd. v.
Union of India

Principle and present-use caution

Responsibility attaches to the statutory person in control; internal delegation does not erase legal accountability.

Preventive and precautionary controls are relevant where industrial risk affects workers and surrounding communities.

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 16 - National Occupational Safety and Health Advisory Board?

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 17 - State Occupational Safety and Health Advisory Board?

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 18 - Occupational safety and health standards?

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 19 - Research related activities?

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 20 - Safety and occupational health surveys?

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 21 - Collection of statistics and portal for inter-State migrant workers?

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 22 - Safety Committee and safety officers?

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 review control 18 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

[← Previous: Employer and employee duties](#)[Next: Health, safety and working conditions →](#)

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