

Finin2min

[Labour Publication Series](#)

Labour & Manpower Law Publication Series

Chapter XI - Contract labour

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

Review date: 2026-07-18 Authors: CA Nikhil Gupta & Kajri Singh Sections: 45-93 Central Rules mapped: 93 Local source-hashed Act text + linked Rules and implementation analysis

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OSHC Code, 2020 Contract labour 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

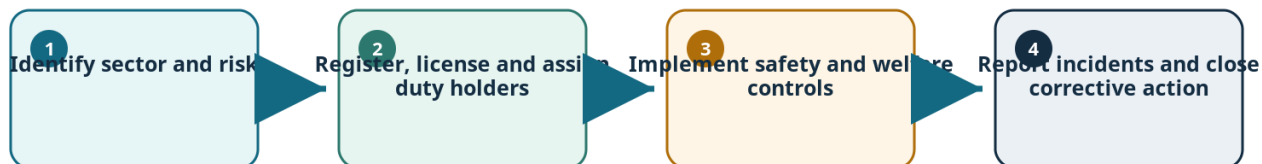
Finin2min Summary - Chapter in 2 Minutes

This chapter turns contract labour into an operational control file. It covers Applicability of this Part, Appointment of designated authority, Licensing of contractors, Procedure for issue or renewal of licence; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete

Chapter XI - Contract labour

FININ2MIN LEGAL FLOW

OSHWC Code, 2020 — Contract labour



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 XI - Contract labour

Finin2min implementation explanation

Maintain a controlled implementation file for Chapter XI - Contract labour: 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.

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 45: Applicability of this Part
- Section 46: Appointment of designated authority
- Section 47: Licensing of contractors
- Section 48: Procedure for issue or renewal of licence
- Section 49: No fees or commission or any cost to workers
- Section 50: Information regarding work order to be given to the appropriate Government

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
- Certificate
- Retain classification, calculation, approval, communication, acknowledgement and payment/filing proof.

Employer risk snapshot

Highest practical risks: licensing, principal-employer oversight, wage-payment and contractor-evidence failures.

Employee/worker remedy snapshot

Core protection: wage, welfare and safety protection, with principal-employer accountability where the law so provides. 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 contract labour, 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 45 Applicability of this Part	Trigger, linked Rule/form, evidence, consequence and remedy
Section 46 Appointment of designated authority	Trigger, linked Rule/form, evidence, consequence and remedy
Section 47 Licensing of contractors	Trigger, linked Rule/form, evidence, consequence and remedy
Section 48 Procedure for issue or renewal of licence	Trigger, linked Rule/form, evidence, consequence and remedy
Section 49 No fees or commission or any cost to workers	Trigger, linked Rule/form, evidence, consequence and remedy

Provision	Subject	Implementation focus
Section 50	Information regarding work order to be given to the appropriate Government	Trigger, linked Rule/form, evidence, consequence and remedy
Section 51	Revocation, suspension and amendment of licence	Trigger, linked Rule/form, evidence, consequence and remedy
Section 52	Appeal	Trigger, linked Rule/form, evidence, consequence and remedy
Section 53	Liability of principal employer for welfare facilities	Trigger, linked Rule/form, evidence, consequence and remedy
Section 54	Effect of employing contract labour from a non-licenced contractor	Trigger, linked Rule/form, evidence, consequence and remedy
Section 55	Responsibility for payment of wages	Trigger, linked Rule/form, evidence, consequence and remedy
Section 56	Experience certificate	Trigger, linked Rule/form, evidence, consequence and remedy
Section 57	Prohibition of employment of contract labour	Trigger, linked Rule/form, evidence, consequence and remedy
Section 58	Power to exempt in special cases	Trigger, linked Rule/form, evidence, consequence and remedy
Section 59	Applicability of Part II	Trigger, linked Rule/form, evidence, consequence and remedy
Section 60	Facilities to inter-State migrant workers	Trigger, linked Rule/form, evidence, consequence and remedy
Section 61	Journey allowance	Trigger, linked Rule/form, evidence, consequence and remedy
Section 62	Benefits of public distribution system, etc.	Trigger, linked Rule/form, evidence, consequence and remedy
Section 63	Toll free helpline	

Provision Subject	Implementation focus
	Trigger, linked Rule/form, evidence, consequence and remedy
Section 64 Study of inter-State migrant workers	Trigger, linked Rule/form, evidence, consequence and remedy
Section 65 Past liabilities	Trigger, linked Rule/form, evidence, consequence and remedy
Section 66 Prohibition of employment of audio-visual worker without agreement	Trigger, linked Rule/form, evidence, consequence and remedy
Section 67 Managers	Trigger, linked Rule/form, evidence, consequence and remedy
Section 68 Code not to apply in certain cases	Trigger, linked Rule/form, evidence, consequence and remedy
Section 69 Exemption from provision regarding employment	Trigger, linked Rule/form, evidence, consequence and remedy
Section 70 Employment of persons below eighteen years of age	Trigger, linked Rule/form, evidence, consequence and remedy
Section 71 Exemption to certain persons	Trigger, linked Rule/form, evidence, consequence and remedy
Section 72 Establishment, maintenance of rescue services and vocational training	Trigger, linked Rule/form, evidence, consequence and remedy
Section 73 Decision of question whether a mine is covered under this Code	Trigger, linked Rule/form, evidence, consequence and remedy
Section 74 Licence to industrial premises and person	Trigger, linked Rule/form, evidence, consequence and remedy
Section 75 Appeals	Trigger, linked Rule/form, evidence, consequence and remedy
Section 76 Permission to work by employees outside industrial premises	

Provision	Subject	Implementation focus
		Trigger, linked Rule/form, evidence, consequence and remedy
Section 77	Part not to apply to self-employed persons in private dwelling houses	Trigger, linked Rule/form, evidence, consequence and remedy
Section 78	Prohibition of employment of certain persons in certain building or other construction work	Trigger, linked Rule/form, evidence, consequence and remedy
Section 79	Approval and licensing of factories	Trigger, linked Rule/form, evidence, consequence and remedy
Section 80	Liability of owner of premises in certain circumstances	Trigger, linked Rule/form, evidence, consequence and remedy
Section 81	Power to apply Code to certain premises	Trigger, linked Rule/form, evidence, consequence and remedy
Section 82	Dangerous operations	Trigger, linked Rule/form, evidence, consequence and remedy
Section 83	Constitution of site appraisal committee	Trigger, linked Rule/form, evidence, consequence and remedy
Section 84	Compulsory disclosure of information by occupier	Trigger, linked Rule/form, evidence, consequence and remedy
Section 85	Specific responsibility of the occupier in relation to hazardous processes	Trigger, linked Rule/form, evidence, consequence and remedy
Section 86	National Board to inquire into certain situations	Trigger, linked Rule/form, evidence, consequence and remedy
Section 87	Emergency standards	Trigger, linked Rule/form, evidence, consequence and remedy
Section 88	Permissible limits of exposure of chemicals and toxic substances	Trigger, linked Rule/form, evidence, consequence and remedy
Section 89	Right of workers to warn about imminent danger	

Provision Subject	Implementation focus
Section 90 Appeal against the order of Inspector-cum-Facilitator in case of factory	Trigger, linked Rule/form, evidence, consequence and remedy
Section 91 Power to make rules to exempt	Trigger, linked Rule/form, evidence, consequence and remedy
Section 92 Facilities for workers in plantation	Trigger, linked Rule/form, evidence, consequence and remedy
Section 93 Safety	Trigger, linked Rule/form, evidence, consequence and remedy

Section 45: Applicability of this Part

Current statutory text

45. Applicability of this Part.—(1) This Part shall apply to—

(i) every establishment in which fifty or more contract labour on any day of the preceding twelve months through contract;

(ii) every manpower supply contractor who has employed, on an months, fifty or more contract labour.

(2) This Part shall not apply to the establishment in which work on nature is performed:

Provided that if a question arises as to whether work performed in intermittent or casual nature, the appropriate Government shall decide with the National Board or a State Advisory Board and its decision there

Explanation.—For the purpose of this sub-section, work performed in a deemed to be of an intermittent nature—

(i) if it was performed for more than one hundred and twenty d months; or

(ii) if it is of seasonal character and is performed for more

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 85: Rule 85 — Qualification and criteria of the contractor

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

Central Rule 86: Rule 86 — Conditions of License

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

Central Rule 87: Rule 87 — Form and manner of application for contractor license

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

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

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

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

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

Central Rule 90: Rule 90 — Procedure for issue of licence

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

Central Rule 91: Rule 91 — Renewal of licence of Contractor

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

Central Rule 92: Rule 92 — Refund of security deposit

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

Central Rule 93: Rule 93 — Responsibility of contractor

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

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

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

Central Rule 95: Rule 95 — Revocation and suspension of license

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

Central Rule 96: Rule 96 — Amendment of Licence

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

Central Rule 97: Rule 97 — Appeal

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

Central Rule 98: Rule 98 — Responsibility of payment of wages

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

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

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

Central Rule 100: Rule 100 — Experience Certificate

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

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

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 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96, Rule 97, Rule 98, Rule 99, Rule 100, Rule 101 | Official source: [section 45](#).

Section 46: Appointment of designated authority

Current statutory text

46. Appointment of designated authority.—The appropriate Government may, by such persons, being Gazetted officers of the Government, as it thinks fit under sub-section (1) of section 119 and specify the limits of their jurisdiction and duties including dealing with issuance and revocation of licences election therein.

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

Central Rule 85: Rule 85 — Qualification and criteria of the contractor

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Central Rule 86: Rule 86 — Conditions of License

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

Central Rule 87: Rule 87 — Form and manner of application for contractor license

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

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

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

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

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

Central Rule 90: Rule 90 — Procedure for issue of licence

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

Central Rule 91: Rule 91 — Renewal of licence of Contractor

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

Central Rule 92: Rule 92 — Refund of security deposit

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Central Rule 93: Rule 93 — Responsibility of contractor

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Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

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

Central Rule 95: Rule 95 — Revocation and suspension of license

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

Central Rule 96: Rule 96 — Amendment of Licence

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

Central Rule 97: Rule 97 — Appeal

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

Central Rule 98: Rule 98 — Responsibility of payment of wages

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

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

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

Central Rule 100: Rule 100 — Experience Certificate

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

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

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 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96, Rule 97, Rule 98, Rule 99, Rule 100, Rule 101 | Official source: [section 46](#).

Section 47: Licensing of contractors

Current statutory text

47. Licensing of contractors.—(1) No contractor to whom this Part applies
(a) supply or engage contract labour in any establishment; or

(b) undertake or execute the work through contract labour, except under and in accordance with a licence issued to him by the authority referred to in sub-section (1) of section 119 in accordance with the provisions of that section after satisfying such requisite qualifications or criteria as may be prescribed by the Central Government; and the licence shall, in addition to the requisite particulars and conditions specified in the licence, specify the number of such contract labour who can be supplied or engaged and the amount of security deposit to be deposited by the contractor.

(2) Where the contractor does not fulfil the requisite qualifications specified in sub-section (1), the authority referred to in sub-section (1) of section 119 may, after consulting the concerned State or States authorities designated under sub-section (1) of section 119, issue a "licence" electronically renewable within such period as may be prescribed by the Central Government, to supply or engage the contract labour, or execute the work through contract labour, in accordance with the work order as may be specified in such licence and subject to such conditions as may be specified in the licence.

(3) Subject to the provisions of this Part,—

(a) a licence under sub-section (1) may contain such conditions in relation to hours of work, fixation of wages and other essential amenities in relation to the contract labour as may be prescribed by the appropriate Government;

(b) the licence referred to in sub-section (1) or sub-section (2), shall be issued by the appropriate Government is—

(i) the Central Government, the authority referred to in sub-section (1) of section 119, in the case of establishments by that Government; and

(ii) the State Government, the authority referred to in sub-section (1) of section 119, in the case of establishments by that Government:

Provided that where the contractor is desirous of obtaining licence for the contract labour or undertaking or executing the contract works under sub-section (1) of section 119 for more than one States or for the whole of India, then, he may obtain the licence from the authority referred to in sub-section (1) of section 119 designated by the Central Government for such cases and the provisions of that section shall apply:

Provided further that before issuing such licence the authority referred to in sub-section (1) of section 119 shall consult the concerned State or States authorities designated under sub-section (1) of section 119 electronically before issuing licence for the establishments for which the licence is issued by the State Government.

Finin2min clause-by-clause decode

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2. Classify the principal employer, contractor, worksite, worker category and inter-State movement facts.
3. Verify threshold, contractor qualification, licence scope, validity, work order and maximum headcount before mobilisation.
4. Test registration/licensing, threshold, appointment, journey allowance, displacement or other worker entitlement triggers.
5. Flow statutory obligations into the commercial contract without attempting to contract out principal-employer liability.
6. Reconcile attendance, wage, social-security, accommodation, safety and contractor invoice records worker by worker.
7. Reconcile attendance, wages, social security, welfare, safety induction and incident data worker by worker.
8. Create a principal-employer recovery file without treating contractual indemnity as a substitute for statutory performance.
9. Track work-order intimation, half-yearly/annual returns, security deposit and change notifications.
10. Map inspection, claim, recovery, appeal and penal consequences for both principal employer and contractor.

Applicable Central Rules immediately below the provision

Central Rule 85: Rule 85 — Qualification and criteria of the contractor

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

Central Rule 86: Rule 86 — Conditions of License

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

Central Rule 87: Rule 87 — Form and manner of application for contractor license

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

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

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

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

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

Central Rule 90: Rule 90 — Procedure for issue of licence

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

Central Rule 91: Rule 91 — Renewal of licence of Contractor

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

Central Rule 92: Rule 92 — Refund of security deposit

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

Central Rule 93: Rule 93 — Responsibility of contractor

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Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

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Central Rule 95: Rule 95 — Revocation and suspension of license

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

Central Rule 96: Rule 96 — Amendment of Licence

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

Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the

acknowledgement and retains a versioned copy of the form, payment and approval.

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 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96 | Official source: [section 47](#).

Section 48: Procedure for issue or renewal of licence

Current statutory text

48. Procedure for issue or renewal of licence.—(1) Subject to the provisions of section 119, an application for issuing a licence under section 119 for the purposes of sub-section (1) of section 47 shall be made electronically in such form and manner and shall contain the following particulars regarding the number of contract labour, nature of work for which contract labour is required, such other particulars including the information relating to the employment of contract labour as may be prescribed by the appropriate Government.

(2) Subject to the provisions of section 119, the authority referred to in sub-section (1) shall follow such procedure as may be prescribed by the appropriate Government.

(3) Subject to the provisions of section 119, the licence issued for the purposes of sub-section (1) of section 47 shall be valid for a period of five years in respect of the number of contract labour therein and in case the contractor wants to increase the number of the contract labour, he shall follow the prescribed manner for the amendment to the licence for such purpose to the authority referred to in sub-section (1) of section 119 and if the licence is so amended, the number of contract labour shall be increased to such extent by depositing such security deposit as specified in the rules made in this behalf.

(4) Subject to the provisions of section 119, the licence issued for the purposes of sub-section (1) of section 47 shall be valid for a period of five years in respect of the number of contract labour therein and in case the contractor wants to increase the number of the contract labour, he shall follow the prescribed manner for the amendment to the licence for such purpose to the authority referred to in sub-section (1) of section 119 and if the licence is so amended, the number of contract labour shall be increased to such extent by depositing such security deposit as specified in the rules made in this behalf.

section 47 shall contain responsibility of the contractor as may be prescribed by the Government.

Finin2min clause-by-clause decode

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2. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.
9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.
10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

Applicable Central Rules immediately below the provision

Central Rule 87: Rule 87 — Form and manner of application for contractor license

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

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

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Central Rule 89: Rule 89 — Forms, terms and conditions of licence

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Central Rule 90: Rule 90 — Procedure for issue of licence

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Central Rule 91: Rule 91 — Renewal of licence of Contractor

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Central Rule 96: Rule 96 — Amendment of Licence

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Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

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- Employer: assign owner, configure system and retain approval/payment proof.
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- 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 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 96 | Official source: [section 48](#).

Section 49: No fees or commission or any cost to workers

Current statutory text

49. No fees or commission or any cost to workers.—The contractor shall not indirectly, in whole or in part, any fee or commission from the contract l

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 85: Rule 85 — Qualification and criteria of the contractor

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

Central Rule 86: Rule 86 — Conditions of License

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

Central Rule 87: Rule 87 — Form and manner of application for contractor license

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

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

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

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

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

Central Rule 90: Rule 90 — Procedure for issue of licence

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

Central Rule 91: Rule 91 — Renewal of licence of Contractor

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

Central Rule 92: Rule 92 — Refund of security deposit

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

Central Rule 93: Rule 93 — Responsibility of contractor

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

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

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

Central Rule 95: Rule 95 — Revocation and suspension of license

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

Central Rule 96: Rule 96 — Amendment of Licence

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

Central Rule 97: Rule 97 — Appeal

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

Central Rule 98: Rule 98 — Responsibility of payment of wages

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

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

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

Central Rule 100: Rule 100 — Experience Certificate

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

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

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 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96, Rule 97, Rule 98, Rule 99, Rule 100, Rule 101 | Official source: [section 49](#).

Section 50: Information regarding work order to be given to the appropriate Government

Current statutory text

50. Information regarding work order to be given to the appropriate Government. If a contractor receives work order from an establishment either to supply contract or to execute the contract through contract labour in the establishment he shall give intimation in such manner as may be prescribed, intimate to the authority referred to in sub-section (2).

(2) Where the contractor fails to give intimation under sub-section (1) after giving the holder of the licence an opportunity of showing cause, such failure shall be treated as a breach of the licence in such manner 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. Verify threshold, contractor qualification, licence scope, validity, work order and maximum headcount before mobilisation.

4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Flow statutory obligations into the commercial contract without attempting to contract out principal-employer liability.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Reconcile attendance, wages, social security, welfare, safety induction and incident data worker by worker.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Track work-order intimation, half-yearly/annual returns, security deposit and change notifications.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

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 94 | Official source: [section 50](#).

Section 51: Revocation, suspension and amendment of licence

Current statutory text

51. Revocation, suspension and amendment of licence.—(1) If the authority is satisfied that the conditions specified in sub-section (1) of section 119 is satisfied, either on a reference made to it or otherwise, that—

(a) a licence granted for the purposes of this Part has been obtained by fraud or by suppression of any material fact, or

(b) the holder of a licence has, failed to comply with the conditions specified in the licence or has contravened any of the provisions of this Part or the rules made thereunder,

the authority may, without prejudice to any other penalty to which the contractor may be liable under the provisions referred to in sub-section (1) of section 119 may, after giving the contractor a reasonable opportunity of being heard, cause, revoke or suspend the licence in accordance with the procedure as may be prescribed by the Central Government.

(2) Subject to any rules that may be made in this behalf, the authority may, after giving the contractor a reasonable opportunity of being heard, amend a licence granted for the purposes of this Part.

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. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.

7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.
9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.
10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

Applicable Central Rules immediately below the provision

Central Rule 95: Rule 95 — Revocation and suspension of license

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

Central Rule 96: Rule 96 — Amendment of Licence

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

Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

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 95, Rule 96 | Official source: [section 51](#).

Section 52: Appeal

Current statutory text

52. Appeal.—(1) Any person aggrieved by an order made under section 47, se may, within thirty days from the date on which the order is communicated t appellate authority prescribed by the appropriate Government under sub-sec

Provided that the appellate authority may entertain the appeal after th thirty days, if he is satisfied that the appellant was prevented by suffic time.

(2) On receipt of an appeal under sub-section (1), the appellate author appellant an opportunity of being heard, dispose of the appeal within thir the appeal is preferred.

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 97: Rule 97 — Appeal

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 97 | Official source: [section 52](#).

Section 53: Liability of principal employer for welfare facilities

Current statutory text

53. Liability of principal employer for welfare facilities.—Welfare facilities provided by the principal employer of the labour who are employed in such establishment.

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 worker, shift, establishment and State/Central sphere before applying hours or welfare conditions.
3. Determine the applicable worker threshold, sector and gender/age-related requirement.
4. Map daily/weekly limits, spread-over, rest, consent, transport, security, leave and overtime requirements as applicable.
5. Provide the facility at the required location, capacity, accessibility and operating hours.
6. Configure roster, attendance and payroll controls so operational scheduling cannot bypass the statutory condition.
7. Appoint trained personnel and maintain supplies, hygiene and emergency readiness.
8. Retain worker consent/communication, risk assessment, facility records, inspections and payment evidence.
9. Do not recover prohibited costs from workers; document service contracts and inspections.
10. Provide a complaint and correction route and test State variations, exemption conditions and consequences.

Applicable Central Rules immediately below the provision

Central Rule 86: Rule 86 — Conditions of License

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

Central Rule 93: Rule 93 — Responsibility of contractor

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

Central Rule 98: Rule 98 — Responsibility of payment of wages

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

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

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

Central Rule 184: Rule 184 — Grievance redressal mechanism for contract labour

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 86, Rule 93, Rule 98, Rule 99, Rule 184 | Official source: [section 53](#).

Section 54: Effect of employing contract labour from a non-licenced contractor

Current statutory text

54. Effect of employing contract labour from a non-licenced contractor.—Who employer of an establishment is employing contract labour through a contractor without a licence under this Part, but he has not obtained such licence, then, such employer shall be in contravention of the provision of 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. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.
9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.
10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

Applicable Central Rules immediately below the provision

Central Rule 85: Rule 85 — Qualification and criteria of the contractor

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

Central Rule 86: Rule 86 — Conditions of License

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

Central Rule 87: Rule 87 — Form and manner of application for contractor license

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

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

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

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

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

Central Rule 90: Rule 90 — Procedure for issue of licence

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

Central Rule 91: Rule 91 — Renewal of licence of Contractor

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

Central Rule 92: Rule 92 — Refund of security deposit

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

Central Rule 93: Rule 93 — Responsibility of contractor

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

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

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

Central Rule 95: Rule 95 — Revocation and suspension of license

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

Central Rule 96: Rule 96 — Amendment of Licence

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

Central Rule 97: Rule 97 — Appeal

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

Central Rule 98: Rule 98 — Responsibility of payment of wages

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

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

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

Central Rule 100: Rule 100 — Experience Certificate

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

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

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

Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

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 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96, Rule 97, Rule 98, Rule 99, Rule 100, Rule 101 |
Official source: [section 54](#).

Section 55: Responsibility for payment of wages

Current statutory text

55. Responsibility for payment of wages.— (1) A contractor shall be responsible for payment of wages to each contract labour employed by him and such wages shall be paid within the period as may be prescribed by the appropriate Government.

(2) Every contractor shall, make the disbursement of wages referred to in sub-section (1) by cash, bank transfer or electronic mode and inform the principal employer electronically in such manner as may be prescribed:

Provided that where it is not practicable to disburse payment in the manner specified in sub-section (2), then, the payment shall be made in such manner as may be prescribed by the appropriate Government.

(3) In case the contractor fails to make payment of wages referred to in sub-section (1) within the prescribed period or makes short payment, then, the principal employer shall be liable to pay the balance of the wages in full or the unpaid balance due, as the case may be, to the contract labour employed by the contractor and recover the amount so paid from the contractor or from any amount payable to the contractor under any contract or as a debt payable by the contractor.

(4) The appropriate Government, in the event the contractor does not pay wages to the labour employed by him, shall pass the orders of making payment of such wages as may be deposited by such contractor as security deposit under the licence issued to the contractor, in such manner as may be prescribed by such 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 98: Rule 98 — Responsibility of payment of wages

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

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

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

Practical example

A payroll team tests the employee category, wage period, notified rate, permitted exclusions and documentary proof before releasing payroll. It records the calculation, approval, bank output and wage slip so that every disputed limb can be reconstructed.

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 98, Rule 99 | Official source: [section 55](#).

Section 56: Experience certificate

Current statutory text

56. Experience certificate.—Every concerned contractor shall issue, on demand, a certificate, in such form as may be prescribed by the appropriate Government, giving details of the work performed by such contract labour.

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 prescribed form, data owner, filing frequency and competent recipient.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.

5. Maintain one controlled source of truth across HRIS, attendance, payroll, contractor and safety systems.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Use maker-checker validation and reconcile totals before filing or display.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Preserve acknowledgements, corrections and version history for the required retention period.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 100: Rule 100 — Experience Certificate

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 100 | Official source: [section 56](#).

Section 57: Prohibition of employment of contract labour

Current statutory text

57. Prohibition of employment of contract labour.—(1) Notwithstanding anything to the contrary in any law for the time being in force in any Part, employment of contract labour in core activities of any establishment

Provided that the principal employer may engage contract labour through contractor in any core activity, if—

(a) the normal functioning of the establishment is such that the activity is essential to the contractor; or

(b) the activities are such that they do not require full time work in the establishment during working hours in a day or for longer periods, as the case may be;

(c) any sudden increase of volume of work in the core activity which is beyond the capacity of the contractor at any specified time.

(2) (a) The appropriate Government may, by notification, appoint a designated authority to report to the Government on the question whether any activity of an establishment is a core activity;

(b) if a question arises as to whether any activity of an establishment is a core activity, the aggrieved party may make an application in such form and manner as may be prescribed to the appropriate Government for decision;

(c) the appropriate Government may refer any such question suo motu to a designated authority, which on the basis of relevant material in its possession may make an enquiry as it deems fit, shall report to the appropriate Government, which shall decide the question within such period as may be prescribed.

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. Verify threshold, contractor qualification, licence scope, validity, work order and maximum headcount before mobilisation.
4. Test registration/licensing, threshold, appointment, journey allowance, displacement or other worker entitlement triggers.
5. Flow statutory obligations into the commercial contract without attempting to contract out principal-employer liability.

6. Reconcile attendance, wage, social-security, accommodation, safety and contractor invoice records worker by worker.
7. Reconcile attendance, wages, social security, welfare, safety induction and incident data worker by worker.
8. Create a principal-employer recovery file without treating contractual indemnity as a substitute for statutory performance.
9. Track work-order intimation, half-yearly/annual returns, security deposit and change notifications.
10. Map inspection, claim, recovery, appeal and penal consequences for both principal employer and contractor.

Applicable Central Rules immediately below the provision

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

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 101 | Official source: [section 57](#).

Section 58: Power to exempt in special cases

Current statutory text

58. Power to exempt in special cases.—The appropriate Government may, in t
emergency, direct, by notification, that subject to such conditions and re
period, as may be specified in the notification, all or any of the provisi
thereunder shall not apply to any establishment or class of establishments

PART II

INTER-STATE MIGRANT WORKERS

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 85: Rule 85 — Qualification and criteria of the contractor

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

Central Rule 86: Rule 86 — Conditions of License

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

Central Rule 87: Rule 87 — Form and manner of application for contractor license

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

Central Rule 88: Rule 88 — Single Licence for Contractor in more than one States or for whole of India

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

Central Rule 89: Rule 89 — Forms, terms and conditions of licence

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

Central Rule 90: Rule 90 — Procedure for issue of licence

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

Central Rule 91: Rule 91 — Renewal of licence of Contractor

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

Central Rule 92: Rule 92 — Refund of security deposit

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

Central Rule 93: Rule 93 — Responsibility of contractor

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

Central Rule 94: Rule 94 — Intimation of work order and time limit for intimation

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

Central Rule 95: Rule 95 — Revocation and suspension of license

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

Central Rule 96: Rule 96 — Amendment of Licence

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

Central Rule 97: Rule 97 — Appeal

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

Central Rule 98: Rule 98 — Responsibility of payment of wages

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

Central Rule 99: Rule 99 — Making payment of wages from the security deposit amount

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

Central Rule 100: Rule 100 — Experience Certificate

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

Central Rule 101: Rule 101 — Prohibition of employment of contract labour

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 85, Rule 86, Rule 87, Rule 88, Rule 89, Rule 90, Rule 91, Rule 92, Rule 93, Rule 94, Rule 95, Rule 96, Rule 97, Rule 98, Rule 99, Rule 100, Rule 101 |
Official source: [section 58](#).

Section 59: Applicability of Part II

Current statutory text

59. Applicability of Part II.—This Part shall apply to every establishment in which State migrant workers are employed or were employed on any day of the preceding

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 102: Rule 102 — Journey allowance to inter-State migrant worker

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

Central Rule 103: Rule 103 — Setting up of a Toll Free helpline number to the inter-state migrant worker

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

Central Rule 104: Rule 104 — Study of 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 102, Rule 103, Rule 104 | Official source: [section 59](#).

Section 60: Facilities to inter-State migrant workers

Current statutory text

60. Facilities to inter-State migrant workers.—It shall be the duty of every employer, of an establishment employing inter-State migrant workers in con establishment—

(i) to ensure suitable conditions of work to such worker having re to work in a State different from his own State;

(ii) in case of fatal accident or serious bodily injury to any suc authorities of both the States and also the next of kin of the worker;

(iii) to extend all benefits to such worker which are available t including benefits under the Employees' State Insurance Act, 1948 (34 o Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) or being in force and the facility of medical check-up as available to a w sub-section (1) of section 6.

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 103: Rule 103 — Setting up of a Toll Free helpline number to the inter-state migrant worker

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 103 | Official source: [section 60](#).

Section 61: Journey allowance

Current statutory text

61. Journey allowance.—The employer shall pay, to every inter-State migrant worker, his establishment, in a year a lump sum amount of fare for to and fro journey from the place of his employment, in the manner taking into account the minimum service period, periodicity and class of travel and such other matters as may be prescribed by the 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 migrant status using recruitment, residence and deployment facts rather than contractor labels alone.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Capture origin, destination, emergency contact and skills information with privacy safeguards.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Provide prescribed facilities and journey allowance without unlawful deduction.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Display and communicate helpline/grievance access in a language understood by workers.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 102: Rule 102 — Journey allowance to inter-State migrant worker

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 102 | Official source: [section 61](#).

Section 62: Benefits of public distribution system, etc.

Current statutory text

62. Benefits of public distribution system, etc.—The appropriate Government provide—

(a) option to an inter-State migrant worker for availing benefits of in his native State or the destination State where he is employed; and

(b) for portability of the benefits of the inter-State migrant work construction work out of the building and other construction cess fund such inter-State migrant worker is employed.

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 102: Rule 102 — Journey allowance to inter-State migrant worker

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

Central Rule 103: Rule 103 — Setting up of a Toll Free helpline number to the inter-state migrant worker

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

Central Rule 104: Rule 104 — Study of 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 102, Rule 103, Rule 104 | Official source: [section 62](#).

Section 63: Toll free helpline

Current statutory text

63. Toll free helpline.—The appropriate Government may provide facility of inter-State migrant workers in such manner as may be prescribed by that Go

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 migrant status using recruitment, residence and deployment facts rather than contractor labels alone.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Capture origin, destination, emergency contact and skills information with privacy safeguards.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Provide prescribed facilities and journey allowance without unlawful deduction.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.

9. Display and communicate helpline/grievance access in a language understood by workers.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 103: Rule 103 — Setting up of a Toll Free helpline number to the inter-state migrant worker

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 103 | Official source: [section 63](#).

Section 64: Study of inter-State migrant workers

Current statutory text

64. Study of inter-State migrant workers.—The appropriate Government may p inter-State migrant workers in such manner as may be prescribed by that Go

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 104: Rule 104 — Study of 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 104 | Official source: [section 64](#).

Section 65: Past liabilities

Current statutory text

65. Past liabilities.—No suit or other proceeding shall lie in any court of recovery of debt or any part thereof relating to an inter-State migrant worker employment where it remains unsettled obligation to the contractor or the debt or part thereof shall, on the completion of the period of employment have been extinguished.

PART III

AUDIO-VISUAL WORKERS

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 65](#).

Section 66: Prohibition of employment of audio-visual worker without agreement

Current statutory text

66. Prohibition of employment of audio-visual worker without agreement.—(1) be employed as an audio-visual worker in or in connection with production

programme unless,—

(a) an agreement in writing is entered into—

(i) with such person by the producer of such audio-visual programme;

(ii) with such person by the producer of such audio-visual programme where such person is employed through such contractor; or

(iii) with such person by the contractor or other person through whom and

(b) such agreement is registered with the competent authority, to be notified to the Government, by the producer of such audio-visual programme.

(2) Every agreement, referred to in sub-section (1) shall,—

(a) be in the prescribed form;

(b) specify the name and such other particulars as may be prescribed by the Government with respect to, such person to be employed under the agreement as a worker;

(c) include, where such audio-visual worker is employed through a contractor, a condition to the effect that in the event of the contractor failing to comply with the agreement to the audio-visual worker with respect to payment of wages, the producer of the audio-visual programme shall also be liable to discharge the liability and be entitled to be reimbursed with respect thereto by the contractor.

(3) A copy of the agreement referred to in sub-section (1) with respect to such audio-visual worker shall, if such audio-visual worker is covered under the provisions of the Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952), at the time being in force for providing the benefit of provident fund to him, also be submitted by the producer of the audio-visual programme to such authority as may be prescribed by the Government.

(4) Notwithstanding anything contained in Chapters V, VI and VII, the agreement referred to in sub-section (1) shall include,—

(i) nature of assignment;

(ii) wages and other benefits (including provident fund, if applicable, under the Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952));

(iii) health and working conditions;

(iv) safety;

(v) hours of work;

(vi) welfare facilities; and

(vii) dispute resolution process or mechanism, the constitution of which shall be prescribed by the appropriate Government:

Provided that in case of failure of the resolution of the dispute in mechanism, either party in the dispute may invoke the jurisdiction of established by the appropriate Government under section 7A of the Industries Act of 1947) and for such purpose such dispute shall be deemed to be industrial dispute within the meaning of that Act and it shall be the responsibility of the producer to provide the facilities specified in the agreement to the audio-visual worker. This shall be through electronic mode.

PART IV

MINES

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 105: Rule 105 — Agreement for audio-visual worker

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

Central Rule 106: Rule 106 — Procedure for reference of disputes to a Conciliation Officer or a Tribunal

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 105, Rule 106 | Official source: [section 66](#).

Section 67: Managers

Current statutory text

67. Managers.— (1) Save as may be otherwise prescribed, every mine shall be managed by a person who shall have such qualifications as may be prescribed by the Central Government. The owner or agent of every mine shall appoint a person having such qualifications to be the manager of the mine.

Provided that the owner or agent may appoint himself as manager if he possesses such qualifications.

(2) Subject to any instructions given to him by or on behalf of the owner or agent, the manager shall be responsible for the overall management, control, supervision and all such instructions when given by the owner or agent shall be confirmed by the manager.

(3) Except in case of an emergency, the owner or agent of a mine or any give, otherwise than through the manager, instructions affecting the fulfilment of the person, employed in a mine, who is responsible to the manager.

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 107: Rule 107 — Qualification and appointment of manager in mines

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 107 | Official source: [section 67](#).

Section 68: Code not to apply in certain cases

Current statutory text

68. Code not to apply in certain cases.—(1) The provisions of this Code, except sections 35, 38, 40, 41 and 44, shall not apply to—

(a) any mine or part thereof in which excavation is being made for any purpose other than for the purpose of obtaining minerals for use or sale subject to such conditions relating to workings, of employees, depth of excavation and other matters as may be prescribed by the Central Government.

(b) any mine engaged in the extraction of kankar, murrum, laterite, ordinary sand (excluding mouldings and glass sand and other mineral sands), kaolin, china clay, white clay or fire clay), building stone, slate, rock, chalk) and lime stone subject to such conditions relating to workings, explosives as may be prescribed by the Central Government.

(2) Notwithstanding anything contained in sub-section (1), the Central Government may, by notification, direct that the provisions of this Code shall apply to such mine or part thereof as may be specified in the notification.

(3) Without prejudice to the provisions contained in sub-section (2), if any condition specified in clause (a) or clause (b) of sub-section (1) is not referred to in that sub-section, the provisions of this Code not set out in that sub-section shall not be immediately applicable, and it shall be the duty of the employer of the mine to refer the matter to such authority in such manner and within such time as may be prescribed by the Central 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 108: Rule 108 — Code not to apply in certain mines

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 108 | Official source: [section 68](#).

Section 69: Exemption from provision regarding employment

Current statutory text

69. Exemption from provision regarding employment.—(1) In case of an emergency or serious risk to the safety of the mine or of persons employed therein, or in case of actual or apprehended, or in case of any act of God or in case of any urgent necessity, the manager may, subject to the provision of clause (B) of sub-section (1) of section 25, with the provisions of section 25 relating to exemption from hours of work below ground and notification regarding hours of work and weekly day of rest under section 26, permit persons to be employed in contravention of sections 25 and section 31 on such work as may be necessary to protect the safety of the mine or persons therein:

Provided that in case of any urgent work to be done to machinery, plant or equipment, the manager may take the action permitted by this section, although persons employed therein would thereby be incidentally affected, but any action so taken shall not be in derogation of the purpose of avoiding serious interference with the ordinary working of the mine.

(2) Every case in which action has been taken by the manager under sub-section (1) together with the circumstances relating thereto and a report thereof shall be submitted to the Inspector-cum-Facilitator or the Inspector-cum-Facilitator.

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 107: Rule 107 — Qualification and appointment of manager in mines

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

Central Rule 108: Rule 108 — Code not to apply in certain mines

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

Central Rule 109: Rule 109 — Initial and periodical medical examinations in mines

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

Central Rule 110: Rule 110 — Examining authorities

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Central Rule 111: Rule 111 — Notice of medical examination

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Central Rule 124: Rule 124 — Functions of rescue station

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Central Rule 131: Rule 131 — Equipment

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Central Rule 132: Rule 132 — Duties and responsibilities of Superintendent

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Central Rule 133: Rule 133 — Duties of instructor

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Central Rule 134: Rule 134 — Duties and responsibilities of rescue room in-charge

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Central Rule 140: Rule 140 — Selection of persons for training in rescue work

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Central Rule 141: Rule 141 — Instructions and practices etc.

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Central Rule 142: Rule 142 — Medical examination etc. of rescue trained person

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Central Rule 147: Rule 147 — Fresh air bases

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

Central Rule 148: Rule 148 — Leader

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

Central Rule 149: Rule 149 — Instructions to leader

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Central Rule 150: Rule 150 — Test of apparatus

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Central Rule 152: Rule 152 — Rescue team members and their duties

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Central Rule 153: Rule 153 — Restriction of second spell of works

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Central Rule 154: Rule 154 — Obligation of employer in certain situations

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Central Rule 155: Rule 155 — General management

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

Central Rule 156: Rule 156 — Power to relax

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

Central Rule 157: Rule 157 — Training Scheme

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Central Rule 158: Rule 158 — Scope and standard for vocational training

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

Central Rule 159: Rule 159 — Scope and standard for Refresher Training

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Central Rule 160: Rule 160 — Arrangement for refresher training

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Central Rule 161: Rule 161 — Special training

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Central Rule 162: Rule 162 — Training of persons after long absence or after an accident or change of job

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Central Rule 164: Rule 164 — Arrangements for the training centre

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

Central Rule 165: Rule 165 — Training Officer

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

Central Rule 166: Rule 166 — Duties of Training Officer

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

Central Rule 167: Rule 167 — Instructors

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

Central Rule 168: Rule 168 — Trainers

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

Central Rule 169: Rule 169 — Qualification of instructors and trainers

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

Central Rule 170: Rule 170 — Duties of Instructor

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

Central Rule 171: Rule 171 — Duties of trainer and persons undergoing training

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

Central Rule 172: Rule 172 — Training allowance

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

Central Rule 173: Rule 173 — Certificate of training

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

Central Rule 174: Rule 174 — Certificate to be delivered to the management

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

Central Rule 175: Rule 175 — Inspection of vocational training centre

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

Central Rule 176: Rule 176 — Notice of closure or discontinuance of vocational training centre

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 107, Rule 108, Rule 109, Rule 110, Rule 111, Rule 112, Rule 113, Rule 114, Rule 115, Rule 116, Rule 117, Rule 118, Rule 119, Rule 120, Rule 121, Rule 122, Rule 123, Rule 124, Rule 125, Rule 126, Rule 127, Rule 128, Rule 129, Rule 130, Rule 131, Rule 132, Rule 133, Rule 134, Rule 135, Rule 136, Rule 137, Rule 138, Rule 139, Rule 140, Rule 141, Rule 142, Rule 143, Rule 144, Rule 145, Rule 146, Rule 147, Rule 148, Rule 149, Rule 150, Rule 151, Rule 152, Rule 153, Rule 154, Rule 155, Rule 156, Rule 157, Rule 158, Rule 159, Rule 160, Rule 161, Rule 162, Rule 163, Rule 164, Rule 165, Rule 166, Rule 167, Rule 168, Rule 169, Rule 170, Rule 171, Rule 172, Rule 173, Rule 174, Rule 175, Rule 176 | Official source: [section 69](#).

Section 70: Employment of persons below eighteen years of age

Current statutory text

70. Employment of persons below eighteen years of age.—(1) No person below age shall be allowed to work in any mine or part thereof.

(2) Notwithstanding anything contained in sub-section (1), apprentices sixteen years of age, may be allowed to work, under proper supervision, in manager as referred to in section 67:

Provided that in the case of trainees, other than apprentices, prior approval of the Facilitator or an Inspector-cum-Facilitator shall be obtained before they

(3) The Central Government may prescribe the provisions for medical examination of other trainee and employee in the mine to ensure their fitness to work and sixteen years of age to work as apprentice or trainee and those who are not employee.

Explanation.—In this section, “apprentice” means an apprentice as defined in the Apprentices Act, 1961(52 of 1961).

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 107: Rule 107 — Qualification and appointment of manager in mines

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

Central Rule 108: Rule 108 — Code not to apply in certain mines

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

Central Rule 109: Rule 109 — Initial and periodical medical examinations in mines

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

Central Rule 110: Rule 110 — Examining authorities

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Central Rule 111: Rule 111 — Notice of medical examination

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Central Rule 124: Rule 124 — Functions of rescue station

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

Central Rule 125: Rule 125 — Establishment and location of rescue room

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

Central Rule 126: Rule 126 — Functions of rescue room

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Central Rule 128: Rule 128 — Qualifications, experience etc. of instructor

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Central Rule 129: Rule 129 — Selection of rescue trained persons for posting at rescue station

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Central Rule 130: Rule 130 — Qualifications, experience etc. of rescue room in-charge

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Central Rule 131: Rule 131 — Equipment

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Central Rule 132: Rule 132 — Duties and responsibilities of Superintendent

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

Central Rule 133: Rule 133 — Duties of instructor

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Central Rule 134: Rule 134 — Duties and responsibilities of rescue room in-charge

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Central Rule 135: Rule 135 — Duties of rescue trained persons posted at rescue station

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Central Rule 165: Rule 165 — Training Officer

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Central Rule 166: Rule 166 — Duties of Training Officer

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

Central Rule 167: Rule 167 — Instructors

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Central Rule 168: Rule 168 — Trainers

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

Central Rule 169: Rule 169 — Qualification of instructors and trainers

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

Central Rule 170: Rule 170 — Duties of Instructor

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Central Rule 171: Rule 171 — Duties of trainer and persons undergoing training

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Central Rule 172: Rule 172 — Training allowance

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Practical example

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Consequence, remedy and limitation

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Section 71: Exemption to certain persons

Current statutory text

71. Exemption to certain persons.—The Central Government may make rules to exemption to certain persons or category of persons employed in mines from sub-section (1) of section 25, sub-section (1) of section 26, section 30 a

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.

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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.
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Central Rule 123: Rule 123 — Establishment and location of rescue station

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

Central Rule 124: Rule 124 — Functions of rescue station

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

Central Rule 125: Rule 125 — Establishment and location of rescue room

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

Central Rule 126: Rule 126 — Functions of rescue room

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

Central Rule 127: Rule 127 — Qualifications, experience etc. of superintendent

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

Central Rule 128: Rule 128 — Qualifications, experience etc. of instructor

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

Central Rule 129: Rule 129 — Selection of rescue trained persons for posting at rescue station

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

Central Rule 130: Rule 130 — Qualifications, experience etc. of rescue room in-charge

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

Central Rule 131: Rule 131 — Equipment

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

Central Rule 132: Rule 132 — Duties and responsibilities of Superintendent

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

Central Rule 133: Rule 133 — Duties of instructor

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Central Rule 137: Rule 137 — Telephone communication

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

Central Rule 138: Rule 138 — Rescue tracings

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

Central Rule 139: Rule 139 — Appointment of rescue trained persons in mines, their disposition and accommodation

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

Central Rule 140: Rule 140 — Selection of persons for training in rescue work

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

Central Rule 141: Rule 141 — Instructions and practices etc.

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

Central Rule 142: Rule 142 — Medical examination etc. of rescue trained person

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

Central Rule 143: Rule 143 — Suspension of rescue trained persons

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

Central Rule 144: Rule 144 — Duties of manager etc. in emergency

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

Central Rule 145: Rule 145 — Accommodation at the below ground mine for persons engaged in rescue work

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

Central Rule 146: Rule 146 — Entry into below ground mines for rescue or recovery work

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

Central Rule 147: Rule 147 — Fresh air bases

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

Central Rule 148: Rule 148 — Leader

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

Central Rule 149: Rule 149 — Instructions to leader

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

Central Rule 150: Rule 150 — Test of apparatus

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

Central Rule 151: Rule 151 — Duties of leader below ground

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

Central Rule 152: Rule 152 — Rescue team members and their duties

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

Central Rule 153: Rule 153 — Restriction of second spell of works

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

Central Rule 154: Rule 154 — Obligation of employer in certain situations

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

Central Rule 155: Rule 155 — General management

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

Central Rule 156: Rule 156 — Power to relax

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

Central Rule 157: Rule 157 — Training Scheme

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

Central Rule 158: Rule 158 — Scope and standard for vocational training

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

Central Rule 159: Rule 159 — Scope and standard for Refresher Training

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

Central Rule 160: Rule 160 — Arrangement for refresher training

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

Central Rule 161: Rule 161 — Special training

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

Central Rule 162: Rule 162 — Training of persons after long absence or after an accident or change of job

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

Central Rule 163: Rule 163 — Training Centre

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

Central Rule 164: Rule 164 — Arrangements for the training centre

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

Central Rule 165: Rule 165 — Training Officer

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

Central Rule 166: Rule 166 — Duties of Training Officer

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

Central Rule 167: Rule 167 — Instructors

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

Central Rule 168: Rule 168 — Trainers

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

Central Rule 169: Rule 169 — Qualification of instructors and trainers

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

Central Rule 170: Rule 170 — Duties of Instructor

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

Central Rule 171: Rule 171 — Duties of trainer and persons undergoing training

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

Central Rule 172: Rule 172 — Training allowance

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

Central Rule 173: Rule 173 — Certificate of training

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

Central Rule 174: Rule 174 — Certificate to be delivered to the management

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

Central Rule 175: Rule 175 — Inspection of vocational training centre

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

Central Rule 176: Rule 176 — Notice of closure or discontinuance of vocational training centre

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 107, Rule 108, Rule 109, Rule 110, Rule 111, Rule 112, Rule 113, Rule 114, Rule 115, Rule 116, Rule 117, Rule 118, Rule 119, Rule 120, Rule 121, Rule 122, Rule 123, Rule 124, Rule 125, Rule 126, Rule 127, Rule 128, Rule 129, Rule 130, Rule 131, Rule 132, Rule 133, Rule 134, Rule 135, Rule 136, Rule 137, Rule 138, Rule 139, Rule 140, Rule 141, Rule 142, Rule 143, Rule 144, Rule 145, Rule 146, Rule 147, Rule 148, Rule 149, Rule 150, Rule 151, Rule 152, Rule 153, Rule 154, Rule 155, Rule 156, Rule 157, Rule 158, Rule 159, Rule 160, Rule 161, Rule 162, Rule 163, Rule 164, Rule 165, Rule 166, Rule 167, Rule 168, Rule 169, Rule 170, Rule 171, Rule 172, Rule 173, Rule 174, Rule 175, Rule 176 | Official source: [section 71](#).

Section 72: Establishment, maintenance of rescue services and vocational training

Current statutory text

72. Establishment, maintenance of rescue services and vocational training
Government may prescribe vocational training and rescue and recovery services in a mine.

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. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Run initial, refresher, special and post-absence training before assigning hazardous work.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 123: Rule 123 — Establishment and location of rescue station

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

Central Rule 124: Rule 124 — Functions of rescue station

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

Central Rule 125: Rule 125 — Establishment and location of rescue room

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

Central Rule 126: Rule 126 — Functions of rescue room

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

Central Rule 127: Rule 127 — Qualifications, experience etc. of superintendent

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

Central Rule 128: Rule 128 — Qualifications, experience etc. of instructor

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

Central Rule 129: Rule 129 — Selection of rescue trained persons for posting at rescue station

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

Central Rule 130: Rule 130 — Qualifications, experience etc. of rescue room in-charge

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

Central Rule 131: Rule 131 — Equipment

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

Central Rule 132: Rule 132 — Duties and responsibilities of Superintendent

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

Central Rule 133: Rule 133 — Duties of instructor

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

Central Rule 134: Rule 134 — Duties and responsibilities of rescue room in-charge

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

Central Rule 135: Rule 135 — Duties of rescue trained persons posted at rescue station

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

Central Rule 136: Rule 136 — Duties of rescue room attendant

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

Central Rule 137: Rule 137 — Telephone communication

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

Central Rule 138: Rule 138 — Rescue tracings

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

Central Rule 139: Rule 139 — Appointment of rescue trained persons in mines, their disposition and accommodation

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

Central Rule 140: Rule 140 — Selection of persons for training in rescue work

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

Central Rule 141: Rule 141 — Instructions and practices etc.

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

Central Rule 142: Rule 142 — Medical examination etc. of rescue trained person

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

Central Rule 143: Rule 143 — Suspension of rescue trained persons

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

Central Rule 144: Rule 144 — Duties of manager etc. in emergency

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

Central Rule 145: Rule 145 — Accommodation at the below ground mine for persons engaged in rescue work

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

Central Rule 146: Rule 146 — Entry into below ground mines for rescue or recovery work

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

Central Rule 147: Rule 147 — Fresh air bases

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

Central Rule 148: Rule 148 — Leader

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

Central Rule 149: Rule 149 — Instructions to leader

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

Central Rule 150: Rule 150 — Test of apparatus

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

Central Rule 151: Rule 151 — Duties of leader below ground

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

Central Rule 152: Rule 152 — Rescue team members and their duties

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

Central Rule 153: Rule 153 — Restriction of second spell of works

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

Central Rule 154: Rule 154 — Obligation of employer in certain situations

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

Central Rule 155: Rule 155 — General management

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

Central Rule 156: Rule 156 — Power to relax

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

Central Rule 157: Rule 157 — Training Scheme

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

Central Rule 158: Rule 158 — Scope and standard for vocational training

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

Central Rule 159: Rule 159 — Scope and standard for Refresher Training

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

Central Rule 160: Rule 160 — Arrangement for refresher training

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

Central Rule 161: Rule 161 — Special training

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Central Rule 162: Rule 162 — Training of persons after long absence or after an accident or change of job

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

Central Rule 163: Rule 163 — Training Centre

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

Central Rule 164: Rule 164 — Arrangements for the training centre

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

Central Rule 165: Rule 165 — Training Officer

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

Central Rule 166: Rule 166 — Duties of Training Officer

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

Central Rule 167: Rule 167 — Instructors

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

Central Rule 168: Rule 168 — Trainers

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

Central Rule 169: Rule 169 — Qualification of instructors and trainers

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

Central Rule 170: Rule 170 — Duties of Instructor

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

Central Rule 171: Rule 171 — Duties of trainer and persons undergoing training

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

Central Rule 172: Rule 172 — Training allowance

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

Central Rule 173: Rule 173 — Certificate of training

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

Central Rule 174: Rule 174 — Certificate to be delivered to the management

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

Central Rule 175: Rule 175 — Inspection of vocational training centre

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

Central Rule 176: Rule 176 — Notice of closure or discontinuance of vocational training centre

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 123, Rule 124, Rule 125, Rule 126, Rule 127, Rule 128, Rule 129, Rule 130, Rule 131, Rule 132, Rule 133, Rule 134, Rule 135, Rule 136, Rule 137, Rule 138, Rule 139, Rule 140, Rule 141, Rule 142, Rule 143, Rule 144, Rule 145, Rule 146, Rule 147, Rule 148, Rule 149, Rule 150, Rule 151, Rule 152, Rule 153, Rule 154, Rule 155, Rule 156, Rule 157, Rule 158, Rule 159, Rule 160, Rule 161, Rule 162, Rule 163, Rule 164, Rule 165, Rule 166, Rule 167, Rule 168, Rule 169, Rule 170, Rule 171, Rule 172, Rule 173, Rule 174, Rule 175, Rule 176 | Official source: [section 72](#).

Section 73: Decision of question whether a mine is covered under this Code

Current statutory text

73. Decision of question whether a mine is covered under this Code.—If any whether any excavation or working or premises in or adjacent to and belong process ancillary to the getting, dressing or preparation for sale of mine in a mine within the meaning of this Code, the Central Government may decide certificate signed by a Secretary to the Government of India in the Ministry shall be conclusive proof thereof.

PART V

BEEDI AND CIGAR WORKERS

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

Central Rule 107: Rule 107 — Qualification and appointment of manager in mines

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

Central Rule 108: Rule 108 — Code not to apply in certain mines

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

Central Rule 109: Rule 109 — Initial and periodical medical examinations in mines

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

Central Rule 110: Rule 110 — Examining authorities

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

Central Rule 111: Rule 111 — Notice of medical examination

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

Central Rule 112: Rule 112 — Failure to undergo medical examination

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

Central Rule 113: Rule 113 — Standard and report of medical examination

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

Central Rule 114: Rule 114 — Retention and transfer of medical certificates

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

Central Rule 115: Rule 115 — Identity of candidates

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

Central Rule 116: Rule 116 — Medical Examination of women

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

Central Rule 117: Rule 117 — Appeal for re-examination

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

Central Rule 118: Rule 118 — Constitution of appellate medical board

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

Central Rule 119: Rule 119 — Standard and report of medical re-examination by the appellate medical board

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

Central Rule 120: Rule 120 — Unfit persons not to be employed

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

Central Rule 121: Rule 121 — Cost of medical examination

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

Central Rule 122: Rule 122 — Exemptions from hours and limitation of employment

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

Central Rule 123: Rule 123 — Establishment and location of rescue station

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

Central Rule 124: Rule 124 — Functions of rescue station

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

Central Rule 125: Rule 125 — Establishment and location of rescue room

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

Central Rule 126: Rule 126 — Functions of rescue room

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

Central Rule 127: Rule 127 — Qualifications, experience etc. of superintendent

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

Central Rule 128: Rule 128 — Qualifications, experience etc. of instructor

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

Central Rule 129: Rule 129 — Selection of rescue trained persons for posting at rescue station

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

Central Rule 130: Rule 130 — Qualifications, experience etc. of rescue room in-charge

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

Central Rule 131: Rule 131 — Equipment

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

Central Rule 132: Rule 132 — Duties and responsibilities of Superintendent

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

Central Rule 133: Rule 133 — Duties of instructor

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

Central Rule 134: Rule 134 — Duties and responsibilities of rescue room in-charge

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

Central Rule 135: Rule 135 — Duties of rescue trained persons posted at rescue station

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

Central Rule 136: Rule 136 — Duties of rescue room attendant

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

Central Rule 137: Rule 137 — Telephone communication

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

Central Rule 138: Rule 138 — Rescue tracings

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

Central Rule 139: Rule 139 — Appointment of rescue trained persons in mines, their disposition and accommodation

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

Central Rule 140: Rule 140 — Selection of persons for training in rescue work

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

Central Rule 141: Rule 141 — Instructions and practices etc.

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

Central Rule 142: Rule 142 — Medical examination etc. of rescue trained person

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

Central Rule 143: Rule 143 — Suspension of rescue trained persons

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Central Rule 144: Rule 144 — Duties of manager etc. in emergency

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Central Rule 146: Rule 146 — Entry into below ground mines for rescue or recovery work

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

Central Rule 147: Rule 147 — Fresh air bases

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

Central Rule 148: Rule 148 — Leader

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

Central Rule 149: Rule 149 — Instructions to leader

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

Central Rule 150: Rule 150 — Test of apparatus

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

Central Rule 151: Rule 151 — Duties of leader below ground

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

Central Rule 152: Rule 152 — Rescue team members and their duties

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

Central Rule 153: Rule 153 — Restriction of second spell of works

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Central Rule 154: Rule 154 — Obligation of employer in certain situations

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

Central Rule 155: Rule 155 — General management

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

Central Rule 156: Rule 156 — Power to relax

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

Central Rule 157: Rule 157 — Training Scheme

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

Central Rule 158: Rule 158 — Scope and standard for vocational training

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

Central Rule 159: Rule 159 — Scope and standard for Refresher Training

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

Central Rule 160: Rule 160 — Arrangement for refresher training

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Central Rule 161: Rule 161 — Special training

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Central Rule 162: Rule 162 — Training of persons after long absence or after an accident or change of job

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Central Rule 163: Rule 163 — Training Centre

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Central Rule 164: Rule 164 — Arrangements for the training centre

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

Central Rule 165: Rule 165 — Training Officer

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

Central Rule 166: Rule 166 — Duties of Training Officer

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

Central Rule 167: Rule 167 — Instructors

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

Central Rule 168: Rule 168 — Trainers

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

Central Rule 169: Rule 169 — Qualification of instructors and trainers

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

Central Rule 170: Rule 170 — Duties of Instructor

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

Central Rule 171: Rule 171 — Duties of trainer and persons undergoing training

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

Central Rule 172: Rule 172 — Training allowance

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

Central Rule 173: Rule 173 — Certificate of training

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

Central Rule 174: Rule 174 — Certificate to be delivered to the management

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

Central Rule 175: Rule 175 — Inspection of vocational training centre

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

Central Rule 176: Rule 176 — Notice of closure or discontinuance of vocational training centre

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 107, Rule 108, Rule 109, Rule 110, Rule 111, Rule 112, Rule 113, Rule 114, Rule 115, Rule 116, Rule 117, Rule 118, Rule 119, Rule 120, Rule 121, Rule 122, Rule 123, Rule 124, Rule 125, Rule 126, Rule 127, Rule 128, Rule 129, Rule 130, Rule 131, Rule 132, Rule 133, Rule 134, Rule 135, Rule 136, Rule 137, Rule 138, Rule 139, Rule 140, Rule 141, Rule 142, Rule 143, Rule 144, Rule 145, Rule 146, Rule 147, Rule 148, Rule 149, Rule 150, Rule 151, Rule 152, Rule 153, Rule 154, Rule 155, Rule 156, Rule 157, Rule 158, Rule 159, Rule 160, Rule 161, Rule 162, Rule 163, Rule 164, Rule 165, Rule 166, Rule 167, Rule 168, Rule 169, Rule 170, Rule 171, Rule 172, Rule 173, Rule 174, Rule 175, Rule 176 | Official source: [section 73](#).

Section 74: Licence to industrial premises and person

Current statutory text

74. Licence to industrial premises and person.—(1) Save as otherwise provided, an employer shall use or allow to use any place or premises as an industrial licence issued under section 119 for the purposes of this Part and no such use shall be made in accordance with the terms and conditions of such licence.

(2) Subject to the provisions of section 119, any person who intends to use or premises specified in sub-section (1) shall make an application to the State Government, in such form and on payment of such fees as may be prescribed, for a licence to use, or allow to use, such premises as

(3) Subject to the provisions of section 119, the application shall specify the employees proposed to be employed at any time of the day in the place or premises accompanied by a plan of the place or premises prepared in such manner as may be prescribed by the State Government.

(4) Subject to the provisions of section 119, the authority referred to in sub-section (1) of section 119, in deciding whether to grant or refuse to grant a licence, shall have regard to the following factors:

(a) the suitability of the place or premises which is proposed to be used for the purpose of the licence; or

(b) previous experience of the applicant or he has employed experienced person for employment for the period of one year immediately preceding the date of the application; or

(c) the financial resources of the applicant including his financial resources arising out of the provisions of the laws for the time being in force in the State; or

(d) whether the application is made bona fide on behalf of the applicant or on behalf of any other person;

(e) welfare of the labour in the locality, the interest of the public and the general interest as may be prescribed by the State Government.

(5) Subject to the provisions of section 119, a licence granted under this section shall be valid for five years and may be renewed thereafter.

(6) Subject to the provisions of section 119, an application for the renewal of this Part shall be made at least thirty days before the expiry of the period of validity of the licence, and where such an application is made, the licence shall be deemed to continue, notwithstanding the expiry of the period of validity of the licence, or, as the case may be, the rejection of the application for the renewal of the licence.

Provided that the authority referred to in sub-section (1) of section 119 shall not renew a licence unless it is satisfied that the provisions of this Part and the rules made thereunder are complied with:

Provided further that the authority referred to in sub-section (1) of section 119 shall not renew the licence within such period as may be prescribed by the State Government, and whether to renew a licence or to refuse a renewal thereof shall have regard to the factors specified in sub-section (4).

(7) Subject to the provisions of section 119, the authority referred to in sub-section (1) of section 119, after giving the holder of a licence an opportunity of being heard, may cancel or renew the licence under section 119 for the purposes of this Part, if it appears that the licence was obtained by misrepresentation or fraud or that the licence has contravened the provisions of this Part or the rules made thereunder or any of the terms and conditions of the licence.

(8) The State Government may issue in writing to an authority referred to in sub-section (1) of section 119 such directions of a general character as that Government may consider necessary in the public interest in relation to the grant or renewal of licence under section 119 relating to the factors specified in sub-section (4).

(9) Subject to section 119 and the foregoing provisions of this section, the authority referred to in sub-section (1) of section 119 may grant or renew licence relating to this Part on such conditions as it may determine and where such authority refuses to grant or renew a licence, it may do so by an order communicated to the applicant, giving the reasons in writing.

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. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.
9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.
10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

Applicable Central Rules immediately below the provision

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

Practical example

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

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 74](#).

Section 75: Appeals

Current statutory text

75. Appeals.—Any person aggrieved by the decision of the authority referred to in section 119 refusing to grant or renew a licence, or cancelling or suspending the same, may, within such time and on payment of such fees as may be prescribed, apply to the authority referred to in sub-section (6) of section 119, and such authority may by order grant or renew a licence, or cancelling or suspending the same.

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 75](#).

Section 76: Permission to work by employees outside industrial premises

Current statutory text

76. Permission to work by employees outside industrial premises.—(1) The S permit the wetting or cutting of beedi or tobacco leaves by employees outside an application made to it by the employer on behalf of such employees, sub be prescribed.

(2) The employer shall maintain the record of the work permitted under

on outside the industrial premises, in such form as may be prescribed.

(3) Save as otherwise provided in this section, no employer shall require any process connected with the making of beedi or cigar or both to be carried out on the premises:

Provided that nothing in this sub-section shall apply to any worker who is employed by an employer or a contractor to make beedi or cigar or both at home.

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 sector-specific standard and the actual exposure, occupancy or hygiene condition.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Use competent measurements and calibrated instruments where a numerical or exposure standard applies.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Apply elimination, substitution and engineering control before relying only on personal protective equipment.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Define cleaning, ventilation, maintenance, waste-disposal and inspection frequencies.
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 76](#).

Section 77: Part not to apply to self-employed persons in private dwelling houses

Current statutory text

77. Part not to apply to self-employed persons in private dwelling houses. this Part shall apply to the owner or occupier of a private dwelling house employer to whom this Part applies, who carries on any manufacturing process in a house with the assistance of the members of his family living with him in dependent on him.

Explanation.—For the purposes of this section,—

(i) “family” does not include child, as defined in the Child and Adolescent (Regulation) Act, 1986 (61 of 1986), for this section;

(ii) “private dwelling house” means a house in which persons engaged in agriculture or cigar or both reside.

PART VI

BUILDING OR OTHER CONSTRUCTION WORKERS

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 77](#).

Section 78: Prohibition of employment of certain persons in certain building or other construction work

Current statutory text

78. Prohibition of employment of certain persons in certain building or other work.—No person, about whom the employer knows or has reasons to believe to have a defective vision or he has a tendency to giddiness, shall be required or permitted to work in or about any building or other construction work which is likely to involve the building worker himself or to any other person.

PART VII

FACTORIES

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. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.
9. Create a named control owner and maker-checker evidence trail.

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

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 78](#).

Section 79: Approval and licensing of factories

Current statutory text

79. Approval and licensing of factories.—(1) The appropriate Government may, in respect of factory or class or description of factories for—

(a) the submission of plans including specifications, nature and ce

(b) the previous permission for the site on which the factory is construction or extension thereof; and

(c) subject to the provision of sub-section 119, licensing and renewal, if required, as the case may be payable for such, licensing and renewal, if required, as the case may be

(2) If on an application for permission referred to in clause (b) of sub-section 119, the State Government or Chief Inspector-cum-Facilitator in the electronic mode, no order shall be made by the State Government or Chief Inspector-cum-Facilitator within such period not exceeding thirty days, the permission application shall be deemed to have been granted.

(3) Where a State Government or a Chief Inspector-cum-Facilitator refuses to grant permission for the construction or extension of a factory and licensing of a factory, the applicant may appeal to the Central Government if the decision is made by the State Government and to the State Government in any other case.

Explanation.—A factory shall not be deemed to be extended within the meaning of clause (b) of sub-section 119, if the extension is for the replacement of any plant or machinery or within such limit as may be specified in the rules made under clause (a) of sub-section 119, or for the addition of any plant or machinery if such replacement or addition does not require the use of any additional space required for safe working around the plant or machinery or adversely affect the health of the workers or the conditions from the evolution or emission of steam, heat or dust or fumes.

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

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

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 79](#).

Section 80: Liability of owner of premises in certain circumstances

Current statutory text

80. Liability of owner of premises in certain circumstances.—Where any premises or buildings are leased to different occupiers for use as separate factories, the occupiers of the factories utilising such common facilities which include fire protection, access, hygiene, occupational health, ventilation, temperature control, response, canteens, shelter, rest rooms and crèches shall jointly and severally be responsible for the repair and maintenance of such common facilities and services as may be prescribed by the 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

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 80](#).

Section 81: Power to apply Code to certain premises

Current statutory text

81. Power to apply Code to certain premises.—(1) The appropriate Government, by notification, declare that all or any of the provisions of this Part shall apply to any manufacturing process is carried on with or without the aid of power or otherwise, irrespective of the number of workers working in the factory.

(2) After a place is so declared, it shall be deemed to be a factory for the purposes of this Part, and the owner shall be deemed to be the occupier, and any person working there shall be deemed to be a workman.

Explanation.—For the purposes of this section, “owner” shall include a person in the possession of the premises.

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 81](#).

Section 82: Dangerous operations

Current statutory text

82. Dangerous operations.—The appropriate Government may by rules make the to any factory or class or description of factories in which manufacturing on which exposes any of the persons employed in it to a serious risk of b disease, for—

- (a) specifying the manufacturing process or operation and declaring
- (b) prohibiting or restricting the employment of pregnant women in

operation;

(c) the periodical medical examination before, or at any time during the fitness of a worker or employee for such employment on the cost of

(d) welfare amenities, sanitary facilities, protective equipment requirement necessary for dangerous operations.

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. Do not use sex-based exclusion unless a valid dangerous-operation restriction or risk-based legal condition applies.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. For work before 6 a.m. or after 7 p.m., obtain consent and satisfy prescribed transport, security, supervision, welfare and grievance conditions.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Complete task-specific risk assessment, emergency response and harassment-prevention integration.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Ensure equal access to facilities, training, protective equipment and reporting channels.
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

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 82](#).

Section 83: Constitution of site appraisal committee

Current statutory text

83. Constitution of site appraisal committee.—(1) The appropriate Government or more site appraisal committees consisting of a chairman and other members to be prescribed including to consider and to give recommendations on an application for permission for the initial location of a factory involving a hazardous process in a factory.

(2) The site appraisal committee referred to in sub-section (1) shall make a report within a period of thirty days of the receipt of the application for any of the purposes mentioned in this section in such form, as may be prescribed.

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 83](#).

Section 84: Compulsory disclosure of information by occupier

Current statutory text

84. Compulsory disclosure of information by occupier.—(1) The occupier of a factory involving a hazardous process shall disclose in the manner prescribed by the State Government information regarding dangers, including health hazards and the measures to be taken to avoid arising from the exposure to or handling of the materials or substances in the factory, storage and other processes, to the workers employed in the factory, the Chief Inspector-cum-Facilitator, the local authority within whose jurisdiction the factory is situated and the general public in the vicinity.

(2) The occupier shall, at the time of registering the factory involving a hazardous process, lay down a detailed policy with respect to the health and safety of the workers employed in the factory and policy to the Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator or both, thereafter, at such intervals as may be prescribed by the State Government, and the Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator and the local authority of an area shall lay down a policy.

(3) The information furnished under sub-section (1) shall include accurate details of the quantity, specifications and other characteristics of wastes and the manner in which they are disposed of.

(4) Every occupier shall, with the approval of the Chief Inspector-cum-Facilitator, lay down an emergency plan and detailed disaster control measures for his factory and the workers employed therein and to the general public living in the vicinity of the factory and the measures required to be taken in the event of an accident taking place.

(5) Every occupier of a factory shall, if such factory proposes to engage in a hazardous process, at any time after the commencement of this Code, within a period of thirty days before the commencement of such process, inform the Chief Inspector-cum-Facilitator about the nature of the process, in such form and in such manner as may be prescribed by the State Government.

(6) Where any occupier of a factory contravenes the provisions of sub-section (5), he shall, notwithstanding any penalty to which he may be subjected to under the provisions of this Code, be liable for cancellation of the licence granted to him.

(7) The occupier of a factory involving a hazardous process shall, with the approval of the Chief Inspector-cum-Facilitator, lay down measures for the handling, usage and disposal of hazardous substances inside the factory premises and the disposal of such substances outside the premises and publicise them in the manner prescribed by the State Government and the general public living in the vicinity.

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

Before changing employment status, the employer maps headcount, worker category, service, notice, permission, compensation and re-employment obligations. The decision is held until the legal, HR and finance evidence files reconcile.

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 84](#).

Section 85: Specific responsibility of the occupier in relation to hazardous processes

Current statutory text

85. Specific responsibility of the occupier in relation to hazardous process in a factory involving any hazardous process shall—

(a) maintain accurate and up-to-date health records or, as the case may be, records of workers in the factory who are exposed to any chemical, toxic or any other substance which is manufactured, stored, handled or transported and such records shall be subject to such conditions as may be prescribed by the State Government;

(b) appoint persons who possess prescribed qualifications and experience to handle such substances and are competent to supervise such handling within the factory; and provide in the working place all the necessary facilities for protecting the workers in the factory; and the State Government:

Provided that where any question arises as to the qualifications and experience of persons so appointed, the decision of the Chief Inspector-cum-Facilitator shall be final.

(c) provide for medical examination of every worker—

(i) before such worker is assigned to a job involving the handling of any hazardous substance; and

(ii) while continuing in such job, and after he has ceased to work in such job, at intervals not exceeding twelve months, in such manner as may be prescribed by the State 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. Map every hazardous process, chemical, quantity and exposure route against the Schedules and later orders.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.

5. Complete site appraisal, process-safety information, worker disclosure and emergency planning before commissioning.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Measure exposure with competent laboratories and validated sampling plans.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Investigate exceedances and imminent danger immediately and protect worker reporting rights.
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

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 85](#).

Section 86: National Board to inquire into certain situations

Current statutory text

86. National Board to inquire into certain situations.—(1) The Central Government, on the occurrence of an extraordinary situation involving a factory, may direct the National Board to inquire into the standards of health and safety in such factory with a view to finding out the causes of any failure or neglect in the adoption of measures prescribed by the State Government for the health and safety of the workers in such factory, the general public affected, or likely to be affected due to such failure or neglect, or recurrence of such extraordinary situations in future in such factory or establishment.

(2) The recommendations of the National Board shall be advisory in the nature of advice.

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 86](#).

Section 87: Emergency standards

Current statutory text

87. Emergency standards.—(1) Where the Central Government is satisfied that the standards prescribed in respect of a hazardous process or class of the standards so prescribed are inadequate, it may direct the Directorate Health formerly known as the Directorate General of Factory Advice Service Institution authorised in matters relating to standards of safety in hazardous emergency standards for enforcement of suitable standards in respect of such

(2) The emergency standards laid down under sub-section (1) shall, until the rules made under this Code, be enforceable and have the same effect as if the rules made 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. Map every hazardous process, chemical, quantity and exposure route against the Schedules and later orders.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Complete site appraisal, process-safety information, worker disclosure and emergency planning before commissioning.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Measure exposure with competent laboratories and validated sampling plans.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Investigate exceedances and imminent danger immediately and protect worker reporting rights.
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

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 87](#).

Section 88: Permissible limits of exposure of chemicals and toxic substances

Current statutory text

88. Permissible limits of exposure of chemicals and toxic substances.—The limits of exposure of chemical and toxic substances in manufacturing process shall be the value as may be prescribed by the State 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. Map every hazardous process, chemical, quantity and exposure route against the Schedules and later orders.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Complete site appraisal, process-safety information, worker disclosure and emergency planning before commissioning.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Measure exposure with competent laboratories and validated sampling plans.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Investigate exceedances and imminent danger immediately and protect worker reporting rights.
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 88](#).

Section 89: Right of workers to warn about imminent danger

Current statutory text

89. Right of workers to warn about imminent danger.—(1) Where the workers of a factory engaged in a hazardous process have reasonable apprehension that there is an imminent danger to their lives or health due to any accident, they may, by giving notice to the occupier, agent, manager or any other person who is in-charge of the factory, directly or through their representatives in the Safety Committee and simultaneously to the notice of the Inspector-cum-Facilitator.

(2) It shall be the duty of such occupier, agent, manager or the person

process to take immediate remedial action if he is satisfied about the existence of imminent danger and send a report forthwith of the action taken to the Inspector-cum-Facilitator.

(3) If the occupier, agent, manager or the person in-charge referred to in sub-section (1) is satisfied about the existence of any imminent danger as apprehended by the workers, he shall send a report forthwith to the Inspector-cum-Facilitator whose decision on the matter of such imminent danger shall 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. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Stabilise the emergency and arrange rescue, first aid and medical treatment before administrative reporting.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Classify death, injury, lost-time incapacity, dangerous occurrence or occupational disease against the statutory trigger.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Notify every prescribed authority, police/family where applicable, in the required form and within the specific clock.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.
9. Preserve the first incident record, scene evidence, witness accounts, equipment state and later corrections.
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 89](#).

Section 90: Appeal against the order of Inspector-cum-Facilitator in case of factory

Current statutory text

90. Appeal against the order of Inspector-cum-Facilitator in case of factory. Government may prescribe provisions providing the manner in which and the person to whom the manager or occupier of the factory may make appeal against the order of the Facilitator and the procedure for disposing of such appeals.

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. Verify appointment, territorial/subject jurisdiction and the statutory power relied on by the Inspector-cum-Facilitator.
3. Verify the officer's jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Nominate an authorised response owner without obstructing lawful entry, examination, sampling or document access.
5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.

6. Index the requested registers, licences, worker records, contractor files and electronic data before production.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Record every item supplied, statement made, sample taken, direction issued and corrective action closed.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.
10. Escalate privilege, confidentiality, self-incrimination, appeal and prosecution issues through the proper legal channel.

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 90](#).

Section 91: Power to make rules to exempt

Current statutory text

91. Power to make rules to exempt.—(1) The appropriate Government may make

(a) specifying the persons who hold positions of supervision or management in a confidential position in a factory or empowering the Chief Inspector-cum-Facilitator, other than a person so specified, as a person holding position of supervision or management in a confidential position in a factory if, in the opinion of the Chief Inspector-cum-Facilitator, such person holds such position or is so employed, and the provisions of this section shall not apply to any person so defined or declared;

(b) in respect of any worker or class of workers in any establishment or class of establishments providing the exemption, extent of exemption and conditions subject to which the exemption shall be given.

(2) The appropriate Government or the Chief Inspector-cum-Facilitator may make rules to exempt subject to such conditions as it may deem expedient, any or all of the establishments or class of establishments.

PART VIII

PLANTATION

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 91](#).

Section 92: Facilities for workers in plantation

Current statutory text

92. Facilities for workers in plantation.— (1) Without prejudice to the ge 24, the State Government may prescribe requiring every employer to make pr for—

(a) necessary housing accommodation including drinking water, kitchen employed in the plantation (including his family);

(b) crèches facilities where in the plantation fifty or more worker

any contractor) are employed or were employed on any day of the preceding

Provided that,—

(i) an establishment may avail common crèche facility of the Government, municipality or private entity or provided by non-Government or any other organisation; or

(ii) a group of establishments may agree to pool their resources for crèche;

(c) educational facilities for the children of the workers employed in the plantation shall be such that the number of children between the ages of six to twelve of the workers exceed twenty

(d) health facilities to every worker employed in the plantation (including coverage under the Employees State Insurance Act, 1948 (34 of 1948); and

(e) recreational facilities for the workers employed in the plantation.

(2) An employer of a plantation shall be responsible to provide and maintain the facilities mentioned in sub-section (1) which the workers in the plantation are entitled under this Code either from the schemes of the Central Government or State Government, Municipality or Panchayat in which the plantation is situated.

Explanation.—For the purposes of this sub-section—

(i) the expression “Municipality” has the same meaning as assigned in clause (29) of the Constitution; and

(ii) the expression “Panchayat” has the same meaning as assigned in clause (20) of the Constitution.

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. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.

7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.
9. Create a named control owner and maker-checker evidence trail.
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

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 92](#).

Section 93: Safety

Current statutory text

93. Safety.—(1) In every plantation, arrangement shall be made by the employer for the safety of a worker in connection with the use, handling, storage and transport of any inflammable, explosive or other dangerous substance or article.

and chemicals and toxic substances.

(2) The State Government may prescribe for special safeguards for employed adolescents in using or handling hazardous chemicals.

(3) The employer of a plantation shall appoint persons possessing the power to supervise the use, handling, storage and transportation of insecticides, pesticides and chemicals on his plantation.

(4) Every employer of a plantation shall ensure that every worker in plantation engaged in mixing, blending and applying insecticides, chemicals and toxic substances shall be instructed in the various safety practices to be adopted in emergencies arising from spillage of such insecticides, pesticides and chemicals and such other matters as may be prescribed by the State Government.

(5) Every worker in a plantation who is exposed to insecticides, pesticides and chemicals shall be medically examined periodically, in such manner as may be prescribed by the State Government.

(6) Every employer of a plantation shall maintain health record of every worker engaged in handling insecticides, pesticides, chemicals and toxic substances which are transported in a plantation, and every such worker shall have access to such record.

(7) Every employer of a plantation shall provide—

(a) washing, bathing and cloak room facilities; and

(b) protective clothing and equipment,

and shall ensure that every worker engaged in the handling insecticides, pesticides, chemicals and toxic substances shall be instructed in the manner as may be prescribed by the State Government.

(8) Every employer of a plantation shall display in the plantation, a list of insecticides, pesticides, chemicals and toxic substances in the breathers used in the handling and application of insecticides, pesticides, chemicals and toxic substances.

(9) Every employer of a plantation shall exhibit such precautionary notices as may be prescribed by the State Government indicating the hazards of insecticides, pesticides and chemicals.

CHAPTER XII

OFFENCES AND PENALTIES

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

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 93](#).

Rules, forms, registers, portals and due dates

Rule Subject	Text/control status
85 Rule 85 — Qualification and criteria of the contractor	Source-controlled mapping
86 Rule 86 — Conditions of License	Source-controlled mapping
87 Rule 87 — Form and manner of application for contractor license	Source-controlled mapping
88 Rule 88 — Single Licence for Contractor in more than one States or for whole of India	Source-controlled mapping
89 Rule 89 — Forms, terms and conditions of licence	Source-controlled mapping
90 Rule 90 — Procedure for issue of licence	Source-controlled mapping
91 Rule 91 — Renewal of licence of Contractor	Source-controlled mapping
92 Rule 92 — Refund of security deposit	Source-controlled mapping
93 Rule 93 — Responsibility of contractor	Source-controlled mapping
94 Rule 94 — Intimation of work order and time limit for intimation	Source-controlled mapping
95 Rule 95 — Revocation and suspension of license	Source-controlled mapping
96 Rule 96 — Amendment of Licence	Source-controlled mapping
97 Rule 97 — Appeal	Source-controlled mapping
98 Rule 98 — Responsibility of payment of wages	Source-controlled mapping
99 Rule 99 — Making payment of wages from the security deposit amount	Source-controlled mapping
100 Rule 100 — Experience Certificate	Source-controlled mapping

Rule Subject	Text/control status
Rule 101 — Prohibition of employment of contract labour	Source-controlled mapping
184 Rule 184 — Grievance redressal mechanism for contract labour	Source-controlled mapping
102 Rule 102 — Journey allowance to inter-State migrant worker	Source-controlled mapping
103 Rule 103 — Setting up of a Toll Free helpline number to the inter-state migrant worker	Source-controlled mapping
104 Rule 104 — Study of inter-State migrant workers	Source-controlled mapping
105 Rule 105 — Agreement for audio-visual worker	Source-controlled mapping
106 Rule 106 — Procedure for reference of disputes to a Conciliation Officer or a Tribunal	Source-controlled mapping
107 Rule 107 — Qualification and appointment of manager in mines	Source-controlled mapping
108 Rule 108 — Code not to apply in certain mines	Source-controlled mapping
109 Rule 109 — Initial and periodical medical examinations in mines	Source-controlled mapping
110 Rule 110 — Examining authorities	Source-controlled mapping
111 Rule 111 — Notice of medical examination	Source-controlled mapping
112 Rule 112 — Failure to undergo medical examination	Source-controlled mapping
113 Rule 113 — Standard and report of medical examination	Source-controlled mapping
114 Rule 114 — Retention and transfer of medical certificates	Source-controlled mapping
115 Rule 115 — Identity of candidates	Source-controlled mapping
116 Rule 116 — Medical Examination of women	Source-controlled mapping
117 Rule 117 — Appeal for re-examination	Source-controlled mapping
118 Rule 118 — Constitution of appellate medical board	Source-controlled mapping

Rule Subject	Text/control status
119 Rule 119 — Standard and report of medical re-examination by the appellate medical board	Source-controlled mapping
120 Rule 120 — Unfit persons not to be employed	Source-controlled mapping
121 Rule 121 — Cost of medical examination	Source-controlled mapping
122 Rule 122 — Exemptions from hours and limitation of employment	Source-controlled mapping
123 Rule 123 — Establishment and location of rescue station	Source-controlled mapping
124 Rule 124 — Functions of rescue station	Source-controlled mapping
125 Rule 125 — Establishment and location of rescue room	Source-controlled mapping
126 Rule 126 — Functions of rescue room	Source-controlled mapping
127 Rule 127 — Qualifications, experience etc. of superintendent	Source-controlled mapping
128 Rule 128 — Qualifications, experience etc. of instructor	Source-controlled mapping
129 Rule 129 — Selection of rescue trained persons for posting at rescue station	Source-controlled mapping
130 Rule 130 — Qualifications, experience etc. of rescue room in-charge	Source-controlled mapping
131 Rule 131 — Equipment	Source-controlled mapping
132 Rule 132 — Duties and responsibilities of Superintendent	Source-controlled mapping
133 Rule 133 — Duties of instructor	Source-controlled mapping
134 Rule 134 — Duties and responsibilities of rescue room in-charge	Source-controlled mapping
135 Rule 135 — Duties of rescue trained persons posted at rescue station	Source-controlled mapping
136 Rule 136 — Duties of rescue room attendant	Source-controlled mapping
137 Rule 137 — Telephone communication	Source-controlled mapping

Rule Subject	Text/control status
138 Rule 138 — Rescue tracings	Source-controlled mapping
139 Rule 139 — Appointment of rescue trained persons in mines, their disposition and accommodation	Source-controlled mapping
140 Rule 140 — Selection of persons for training in rescue work	Source-controlled mapping
141 Rule 141 — Instructions and practices etc.	Source-controlled mapping
142 Rule 142 — Medical examination etc. of rescue trained person	Source-controlled mapping
143 Rule 143 — Suspension of rescue trained persons	Source-controlled mapping
144 Rule 144 — Duties of manager etc. in emergency	Source-controlled mapping
145 Rule 145 — Accommodation at the below ground mine for persons engaged in rescue work	Source-controlled mapping
146 Rule 146 — Entry into below ground mines for rescue or recovery work	Source-controlled mapping
147 Rule 147 — Fresh air bases	Source-controlled mapping
148 Rule 148 — Leader	Source-controlled mapping
149 Rule 149 — Instructions to leader	Source-controlled mapping
150 Rule 150 — Test of apparatus	Source-controlled mapping
151 Rule 151 — Duties of leader below ground	Source-controlled mapping
152 Rule 152 — Rescue team members and their duties	Source-controlled mapping
153 Rule 153 — Restriction of second spell of works	Source-controlled mapping
154 Rule 154 — Obligation of employer in certain situations	Source-controlled mapping
155 Rule 155 — General management	Source-controlled mapping
156 Rule 156 — Power to relax	Source-controlled mapping

Rule Subject	Text/control status
157 Rule 157 — Training Scheme	Source-controlled mapping
158 Rule 158 — Scope and standard for vocational training	Source-controlled mapping
159 Rule 159 — Scope and standard for Refresher Training	Source-controlled mapping
160 Rule 160 — Arrangement for refresher training	Source-controlled mapping
161 Rule 161 — Special training	Source-controlled mapping
162 Rule 162 — Training of persons after long absence or after an accident or change of job	Source-controlled mapping
163 Rule 163 — Training Centre	Source-controlled mapping
164 Rule 164 — Arrangements for the training centre	Source-controlled mapping
165 Rule 165 — Training Officer	Source-controlled mapping
166 Rule 166 — Duties of Training Officer	Source-controlled mapping
167 Rule 167 — Instructors	Source-controlled mapping
168 Rule 168 — Trainers	Source-controlled mapping
169 Rule 169 — Qualification of instructors and trainers	Source-controlled mapping
170 Rule 170 — Duties of Instructor	Source-controlled mapping
171 Rule 171 — Duties of trainer and persons undergoing training	Source-controlled mapping
172 Rule 172 — Training allowance	Source-controlled mapping
173 Rule 173 — Certificate of training	Source-controlled mapping
174 Rule 174 — Certificate to be delivered to the management	Source-controlled mapping
175 Rule 175 — Inspection of vocational training centre	Source-controlled mapping

Rule Subject	Text/control status
176 Rule 176 — Notice of closure or discontinuance of vocational training centre	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	

Predecessor law

Transition control

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 45 - Applicability of this Part?

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 46 - Appointment of designated authority?

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 47 - Licensing of contractors?

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 48 - Procedure for issue or renewal of licence?

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 49 - No fees or commission or any cost to 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 50 - Information regarding work order to be given to the appropriate Government?

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 51 - Revocation, suspension and amendment of licence?

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 52 - Appeal?

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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