

Finin2min

[Labour Publication Series](#)

Labour & Manpower Law Publication Series

Chapter XII - Inter-State migrant workers

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

Review date: 2026-07-18 Authors: CA Nikhil Gupta & Kajri Singh Sections: 94-114 Central Rules mapped: 6 Local source-hashed Act text + linked Rules and implementation analysis

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OSHC Code, 2020 Inter-State migrant workers 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

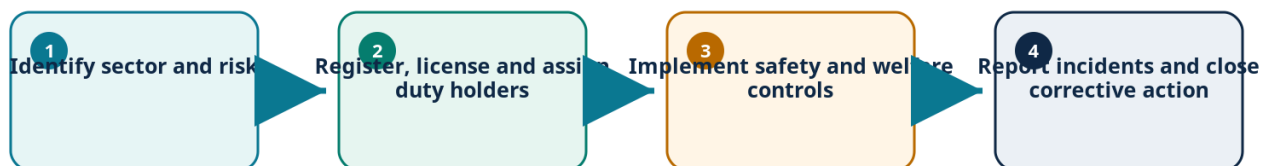
Finin2min Summary - Chapter in 2 Minutes

This chapter turns inter-state migrant workers into an operational control file. It covers General penalty for offences, Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc., Penalty for non-maintenance of register, records and non-filing of returns, etc., Punishment for

Chapter XII - Inter-State migrant workers

FININ2MIN LEGAL FLOW

OSHWC Code, 2020 — Inter-State migrant workers



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 XII - Inter-State migrant workers

Finin2min implementation explanation

Maintain a controlled implementation file for Chapter XII - Inter-State migrant workers: 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.

contravention of certain provisions; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

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 94: General penalty for offences
- Section 95: Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.
- Section 96: Penalty for non-maintenance of register, records and non-filing of returns, etc.
- Section 97: Punishment for contravention of certain provisions
- Section 98: Punishment for falsification of records, etc.
- Section 99: Penalty for omission to furnish plans, etc.

Key thresholds and timelines

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

Forms, registers and evidence

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

Employer risk snapshot

Highest practical risks: journey allowance, displacement, registration, portability or record failures.

Employee/worker remedy snapshot

Core protection: registration, portability, journey/displacement protections and access to grievance or authority routes. Confirm the authority, limitation and appeal route stated in this chapter.

Old law / transition

Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.

Five-point professional checklist

1. Freeze the event date, establishment, location and person/worker classification.
2. Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
3. Reperform the calculation or decision test and document every exception or approval.
4. Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
5. Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for inter-state migrant workers, 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

Section 94 General penalty for offences

Section 95 Chief Inspector-cum-Facilitator or
Inspector-cum-Facilitator, etc.
Punishment for causing obstruction to

Section 96 Penalty for non-maintenance of
register, records and non-filing of
returns, etc.

Section 97 Punishment for contravention of
certain provisions

Section 98 Punishment for falsification of records,
etc.

Implementation focus

Trigger, linked Rule/form,
evidence, consequence and
remedy

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evidence, consequence and
remedy

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remedy

Trigger, linked Rule/form,
evidence, consequence and
remedy

Trigger, linked Rule/form,
evidence, consequence and
remedy

Provision Subject		Implementation focus
Section 99	Penalty for omission to furnish plans, etc.	Trigger, linked Rule/form, evidence, consequence and remedy
Section 100	Punishment for disclosure of information	Trigger, linked Rule/form, evidence, consequence and remedy
Section 101	Punishment for wrongfully disclosing results of analysis	Trigger, linked Rule/form, evidence, consequence and remedy
Section 102	Punishment for contravention of provisions of duties relating to hazardous processes	Trigger, linked Rule/form, evidence, consequence and remedy
Section 103	Punishment for contravention of provisions of duties relating to safety provisions resulting in an accident	Trigger, linked Rule/form, evidence, consequence and remedy
Section 104	Special provision for contravention of order under section 38	Trigger, linked Rule/form, evidence, consequence and remedy
Section 105	Failure to appoint manager in mine	Trigger, linked Rule/form, evidence, consequence and remedy
Section 106	Offences by employees	Trigger, linked Rule/form, evidence, consequence and remedy
Section 107	Prosecution of owner, agent or manager of mine	Trigger, linked Rule/form, evidence, consequence and remedy
Section 108	Exemption of owner, agent or manager of mine or occupier of factory from liability in certain cases	Trigger, linked Rule/form, evidence, consequence and remedy
Section 109	Offences by companies, etc.	Trigger, linked Rule/form, evidence, consequence and remedy
Section 110	Limitation of prosecution and cognizance of offences	Trigger, linked Rule/form, evidence, consequence and remedy
Section 111	Power of officers of appropriate Government to impose penalty in certain cases	Trigger, linked Rule/form, evidence, consequence and remedy

Provision Subject**Implementation focus**

Section 112 Jurisdiction of court for entertaining proceedings, etc., for offence

Trigger, linked Rule/form, evidence, consequence and remedy

Section 113 Power of court to make orders

Trigger, linked Rule/form, evidence, consequence and remedy

Section 114 Composition of certain offences

Trigger, linked Rule/form, evidence, consequence and remedy

Section 94: General penalty for offences

Current statutory text

94. General penalty for offences.—Save as otherwise expressly provided in respect of, any establishment, there is any contravention of the provision rules, or bye-laws or any of standards, made thereunder or of any order in or such regulations or rules or bye-laws or standards, the employer or the establishment, as the case may be, shall be liable to penalty which shall

but which may extend up to three lakh rupees, and if the contravention is then, with further penalty which may extend to two thousand rupees for each continues.

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 exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.

8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 94](#).

Section 95: Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.

Current statutory text

95. Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.—(1) Whoever wilfully—

(i) prevents or causes obstruction to a Chief Inspector-cum-Facilitator or an officer of the appropriate Government or a person authorised to discharge any powers under this Code or the rules or the regulations or the bye-laws made thereunder in discharging such duty or exercising such power; or

(ii) refuses entry to the Chief Inspector-cum-Facilitator or the Inspector-cum-Facilitator or public authority referred to in clause (i) of sub-section (1) of section 37, to any place where such Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator or such person or authority or expert is entitled to enter; or

(iii) fails or refuses to produce any document which he is required to produce;

(iv) fails to comply with any requisition or order issued to him, under this Code or the rules, regulations or bye-laws made thereunder he shall be liable to punishment.

imprisonment for a term which may extend to three months, or with fine which may extend to two lakh rupees, or with both.

(2) Where any person convicted of an offence punishable under sub-section (1) for an offence under the same provision, then, he shall be punishable with imprisonment for a term which may extend to six months, or with fine which shall not be less than one lakh rupees, or with both.

Final 2min 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

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 95](#).

Section 96: Penalty for non-maintenance of register, records and non-filing of returns, etc.

Current statutory text

96. Penalty for non-maintenance of register, records and non-filing of returns, etc.—
A person, who is required under this Code or the rules or regulations or bye-laws to—

(i) maintain any register or other document or to file returns, or

(ii) produce any register or plan or record or report or any other document, or

he shall be liable to penalty which shall not be less than fifty thousand rupees but which may extend to one lakh rupees.

(2) Where any person convicted of an offence punishable under sub-section (1) for the first time, he shall be liable to penalty which shall not be less than five thousand rupees but which may extend to two lakh rupees.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the prescribed form, data owner, filing frequency and competent recipient.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Maintain one controlled source of truth across HRIS, attendance, payroll, contractor and safety systems.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Use maker-checker validation and reconcile totals before filing or display.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Preserve acknowledgements, corrections and version history for the required retention period.

10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 96](#).

Section 97: Punishment for contravention of certain provisions

Current statutory text

97. Punishment for contravention of certain provisions.—(1) Any person, who by or under this Code, contravenes, any—

(i) provision of this Code or of any rule, regulation or bye-laws;

(ii) order made under this Code prohibiting, restricting or regulating the employment of women, audio-visual worker and contract labour and employee benefit in case of mines,

he shall be liable to penalty which shall not be less than fifty thousand or one lakh rupees.

(2) Where any person convicted of an offence punishable under sub-section (1) for an offence under the same provision, then, he shall be punishable with imprisonment which may extend to three months, or with fine which may extend to two lakh rupees.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.

2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 97](#).

Section 98: Punishment for falsification of records, etc.

Current statutory text

98. Punishment for falsification of records, etc.—(1) Whoever—

(a) produces false records or counterfeits or knowingly makes or produces any statement, declaration or evidence regarding any document in connection with the provisions of this Code or any rules, regulations or bye-laws or any other law;

(b) falsifies any plan or section, the maintenance of which is required by law, and produces before any authority such plan or section, knowing the same to be false;

(c) makes, gives or delivers knowingly a false plan, section, return or document containing a statement, entry or detail,

he shall be punishable with imprisonment for a term which may extend to three months, or with fine which may extend to one lakh rupees, or with both.

(2) Where any person convicted of an offence punishable under sub-section (1) commits an offence under the same provision, then, he shall be punishable with imprisonment for a term which may extend to six months, or with fine which shall not be less than one lakh rupees, or with both.

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 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 98](#).

Section 99: Penalty for omission to furnish plans, etc.

Current statutory text

99. Penalty for omission to furnish plans, etc.—Any person who, without reasonable excuse, omits to make or furnish in time or at, or within, the prescribed time any plan, section, return, notice, or under any provision of this Code to be made or furnished, he shall be liable to a fine which shall be less than one lakh rupees but which may extend to two lakh rupees.

Finin2min clause-by-clause decode

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2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.

8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 99](#).

Section 100: Punishment for disclosure of information

Current statutory text

100. Punishment for disclosure of information.—(1) Whoever being the Chief Facilitator or Inspector-cum-Facilitator or any other person referred to in section 99 discloses, contrary to the provisions of that section, any such information without the consent of the appropriate Government, he shall be punishable with imprisonment which may extend to three months, or with fine which may extend to one lakh rupees.

(2) No court shall proceed with the trial of any offence under this section without the sanction of the appropriate Government.

Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the covered establishment, worker category, appropriate Government and event date.

3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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

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: Rule 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 100](#).

Section 101: Punishment for wrongfully disclosing results of analysis

Current statutory text

101. Punishment for wrongfully disclosing results of analysis.—Whoever, ex be necessary for the purposes of a prosecution for any offence punishable discloses to any person the results of an analysis, of a sample of substan any process under this Code, shall be punishable with imprisonment for a t months, or with fine, which may extend to fifty thousand rupees, or with b

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 exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 101](#).

Section 102: Punishment for contravention of provisions of duties relating to hazardous processes

Current statutory text

102. Punishment for contravention of provisions of duties relating to hazardous processes.—Whoever fails to comply with or contravenes any of his duties specified under section 80,

(i) clauses (a) to (h) of sub-section (1) or sub-section (2) of section 80, so far as such duty relates to hazardous processes; or

(ii) section 80,

shall, in respect of such failure or contravention, be punishable with imprisonment which may extend to two years and with fine which may extend to five lakh rupees if the contravention continues, with additional fine which may extend to twenty-five thousand rupees for every day during which such failure or contravention continues, after the conviction for such contravention.

(2) If the failure or contravention referred to in sub-section (1) continues after the date of conviction, the offender shall be punishable with imprisonment which may extend to three years or with a fine of twenty lakh rupees, or with both.

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 exact contravention, responsible legal person, continuing-offence period and consequence.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.

9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 102](#).

Section 103: Punishment for contravention of provisions of duties relating to safety provisions resulting in an accident

Current statutory text

103. Punishment for contravention of provisions of duties relating to safety in an accident.—(1) If a person fails to comply with or contravenes any duties, regulations, rules, bye-laws or orders made there under and such non-compliance has resulted in an accident or dangerous occurrences causing—

(a) death, he shall be punishable with imprisonment for a term which may extend to three years, or with a fine which shall not be less than five lakh rupees, or with both:

(b) serious bodily injury to any person within the establishment, he shall be punishable with imprisonment for a term which may extend to one year, or with a fine which shall not be less than five lakh rupees but not exceeding four lakh rupees, or with both:

Provided that while imposing the fine under this section, the court may direct that the amount of the fine shall not be less than fifty per cent. thereof, shall be given as compensation to the legal heirs of the victim, in the case of his death.

(2) Where a person having been convicted under sub-section (1) is again convicted under this section, he shall be punishable with double the punishment provided under that sub-section.

Finin2min clause-by-clause decode

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

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 103](#).

Section 104: Special provision for contravention of order under section 38

Current statutory text

104. Special provision for contravention of order under section 38.—Whoever in contravention of any general or special order issued under the provision punishable with imprisonment for a term which may extend to two years and which may extend to five lakh rupees:

Provided that the court shall not impose a fine under this section which exceeds five lakh rupees without recording in the judgment the reasons for imposing such fine.

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 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 104](#).

Section 105: Failure to appoint manager in mine

Current statutory text

105. Failure to appoint manager in mine.—Whoever in compliance of the prov fails to appoint a manager shall be punishable with imprisonment for a term of six months, or with fine which may extend to one lakh rupees, or with both.

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 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 105](#).

Section 106: Offences by employees

Current statutory text

106. Offences by employees.—(1) Subject to the provisions of section 13, if any employee employed in a workplace contravenes any provision of this Code made there under, imposing any duty or liability on employee, he shall be liable to pay a fine which may extend to ten thousand rupees.

(2) Where an employee is convicted of an offence punishable under sub-section (1), the establishment shall not be deemed to be guilty of an offence in respect of that offence if it is proved that he failed to take all reasonable measures for its prevention.

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 exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.

7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 106](#).

Section 107: Prosecution of owner, agent or manager of mine

Current statutory text

107. Prosecution of owner, agent or manager of mine.—No prosecution shall be instituted against any owner, agent or manager of a mine for any offence under this Code except by the Chief Inspector-cum-Facilitator or of the District Magistrate or of Inspector-cum-Facilitator on behalf by general or special order in writing by the Chief Inspector-cum-Facilitator.

Provided that the Chief Inspector-cum-Facilitator or the District Magistrate or the District Magistrate-cum-Facilitator as so authorised shall before instituting such prosecution satisfy himself that the owner, agent or manager of a mine had failed to exercise due diligence to prevent the commission of the offence.

Provided further that in respect of an offence committed in the course of the management of a mine, the District Magistrate shall not institute any prosecution against the owner, agent or manager of a mine without the previous approval of the Chief 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. 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 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 107](#).

Section 108: Exemption of owner, agent or manager of mine or occupier of factory from liability in certain cases

Current statutory text

108. Exemption of owner, agent or manager of mine or occupier of factory from liability in certain cases.—Where the owner, agent or manager of the mine or employer of the factory is charged with an offence punishable under this Code he shall be entitled, unless he has been convicted of the offence, to have any other person whom he charges as the actual offender brought before the court appointed for hearing the charge; and if, after the commission of the offence, the owner, agent or manager of the mine or occupier or manager of the factory, as the case may be, is satisfied with the satisfaction of the Court—

(a) that he has exercised due diligence to enforce the execution of the law,

(b) that the said other person committed the offence in question with the connivance,

that other person shall be convicted of the offence and shall be liable to the same punishment as the owner, agent or manager of the mine or occupier or manager of the factory, as the case may be, is liable to in respect of the offence; and the owner, agent or manager of a mine or the occupier or the manager of the factory shall be exempted from any liability under this Code in respect of such offence:

Provided that in seeking to prove as aforesaid the owner, agent or manager of the mine or occupier or manager of the factory, as the case may be, may be examined on oath, and any witness whom he calls in his support, shall be subject to cross-examination by the prosecutor as the actual offender and by the prosecutor:

Provided further that, if the person charged as the actual offender by the owner, agent or manager of the mine or occupier or manager of the factory, as the case may be, cannot be brought before the court appointed for hearing the charge, the court shall adjourn the hearing for a period not exceeding three months and if by the end of the said period the person charged as the actual offender cannot still be brought before the court, the court shall proceed to convict the owner, agent or manager of the mine or occupier or manager of the factory, if the offence be proved, convict him.

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 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 108](#).

Section 109: Offences by companies, etc.

Current statutory text

109. Offences by companies, etc.—(1) Where an offence under this Code has been committed by a company, every person who, at the time the offence was committed, was in responsible to, the company for the conduct of the business of the company shall be deemed to be guilty of the offence and shall be liable to be proceeded against accordingly:

Provided that nothing contained in this sub-section shall render any person liable to punishment, if he proves that the offence was committed without his knowledge and that he exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1) where any offence committed by a company and it is proved that the offence has been committed with the connivance of, or is attributable to any neglect on the part of any director, manager, other officer of the company, such director, manager, company secretary or other officer to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

Explanation. –For the purposes of this section,–

(a) “company” means any body corporate and includes a firm or other association of individuals and

(b) “director” means,–

(i) in relation to a firm a partner thereof; or

(ii) the owner of a mine being a firm or other association of individuals;

(iii) in case of association of individuals other than specified in (i) and (ii), any individual who is a member of such association.

Finin2min clause-by-clause decode

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2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 109](#).

Section 110: Limitation of prosecution and cognizance of offences

Current statutory text

110. Limitation of prosecution and cognizance of offences.—(1) Notwithstanding anything contained in this Chapter, the Inspector-cum-Facilitator shall, not initiate proceedings against an employer for any offence under this Chapter, give an opportunity to comply with the provisions of this Act within a period of thirty days from the date of notice giving opportunity. If the employer complies with such provisions within such period, then, no such proceedings shall be initiated against the employer:

Provided that no such opportunity shall be accorded to an employer in case of a second violation of the same nature of the provisions under this Code is repeated within six months from the date on which such first violation was committed and in such case proceedings shall be initiated in accordance with provisions of sub-section (2).

(2) No court shall take cognizance of any offence punishable under this Code if a complaint in respect thereof is made within six months of the date on which the alleged offence came to the knowledge of the Inspector-cum-Facilitator and a complaint is made.

(3) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate shall try any offence punishable under this Code.

Explanation.—For the purposes of this section,—

(a) in the case of a continuing offence, the period of limitation shall be computed from every point of time during which the offence continues;

(b) where for the performance of any act, time is granted or extended to the employer of an establishment, the period of limitation shall be computed from the time so granted or extended expired.

Finin2min clause-by-clause decode

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2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 110](#).

Section 111: Power of officers of appropriate Government to impose penalty in certain cases

Current statutory text

111. Power of officers of appropriate Government to impose penalty in certain cases.—Notwithstanding anything contained in section 110, for the purpose of sub-section (3) of section 12 or sections 94, 96, 97, 99, 106 and sub-section (3) of section 107, the appropriate Government may appoint any officer not below the rank of Under Secretary to the Government of India or an officer of equivalent rank in the State Government to hold an enquiry in such manner, as may be prescribed by the Central Government.

(2) While holding the enquiry, the officer referred to in sub-section (1) may summon and enforce attendance of any person acquainted with the facts and circumstances of the case to give evidence or to produce any document, which in the opinion of such officer is relevant to the subject-matter of the enquiry and if, on such enquiry, he is satisfied that any person has committed any offence under the provisions referred to in sub-section (1), he may think fit in accordance with the provisions of that sub-section.

(3) Any person aggrieved by an order made by the officer under sub-section (1) may appeal to the appropriate Government in such form and manner and accompanied by such fee as may be prescribed, and the appropriate Government may appoint any officer not below the rank of Under Secretary to the Government of India or an officer of equivalent rank in the State Government to hold an enquiry in such manner, as may be, within sixty days from the date on which the copy of the order made under sub-section (1) is received by the aggrieved person.

(4) The appellate authority may, after giving the parties to the appeal an opportunity of being heard, pass such order as he thinks fit, confirming, modifying or setting aside the order appealed against within a period of sixty days from the date of receipt of appeal.

(5) Where a person fails to pay the penalty so imposed within a period of sixty days from the date of receipt of the copy of the order, he shall be punishable with fine which shall not exceed two thousand rupees but which may extend up to two lakh rupees.

(6) The amount of penalty imposed and received under this section shall be credited to the Consolidated Fund of India established under sub-section (1) of section 115.

Finin2min clause-by-clause decode

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2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.

4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 111](#).

Section 112: Jurisdiction of court for entertaining proceedings, etc., for offence

Current statutory text

112. Jurisdiction of court for entertaining proceedings, etc., for offence conferring jurisdiction on any court in relation to an offence under this bye-laws made there under in connection with an establishment, the place where the time being situated, shall be deemed to be the place where such offence

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 exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 112](#).

Section 113: Power of court to make orders

Current statutory text

113. Power of court to make orders.—(1) Where the employer of a mine or a person convicted of an offence punishable under this Code, the court may, in addition to punishment, by order in writing, require him within the period specified in the order or extended by the court from time to time on application made in this behalf to be specified in the order for remedying the matters in respect of which the

(2) Where an order is made under sub-section (1), the employer of the mine or person liable under this Code in respect of the continuance of the offence during the period specified in the order or extended period the order of the court is not complied with, employer shall be deemed to have committed a further offence punishable with imprisonment for a term which may extend to six months, or with fine of five hundred rupees for every day after such expiry on which the order has not been complied with, or both.

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 exact contravention, responsible legal person, continuing-offence period and consequence.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

Applicable Central Rules immediately below the provision

Central Rule 177: Rule 177 — Manner of holding enquiry

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

Central Rule 178: Rule 178 — Onus as to age

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

Central Rule 179: Rule 179 — Procedure of inquiry and other related matters

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

Central Rule 180: Rule 180 — Persons to appear at inquiry

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

Central Rule 181: Rule 181 — Procedure of survey and other related matters

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

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 177, Rule 178, Rule 179, Rule 180, Rule 181, Rule 182 | Official source: [section 113](#).

Section 114: Composition of certain offences

Current statutory text

114. Composition of certain offences.—(1) Notwithstanding anything contained in the Criminal Procedure, 1973 (2 of 1974), any penalty under sub-section (3) of section 94 or section 96 or sub-section (1) of section 97 or section 99 or section 100 or offence under sub-section (2) of section 97 or sub-section (1) of section

101 or sub-section (1) of section 103 or section 105 or sub-section (2) of section 106 or after the holding the enquiry or, as the case may be, of institution of proceedings against such officer of the appropriate Government as may be notified by that Government to be prescribed by it—

(a) in a case of penalty for a sum of fifty per cent. of the maximum amount of the penalty; and

(b) in a case of offence for a sum of seventy-five per cent. of the maximum amount of the offence.

(2) Where a penalty or an offence has been compounded under sub-section (1), the penalty or the offender, as the case may be, shall be discharged of the penalty or offence and there shall be no further proceedings against him in respect of such penalty or offence.

(3) Any person who fails to comply with an order made by the officer referred to in sub-section (1) shall be liable to pay a penalty equivalent to twenty per cent. of the maximum amount of the penalty or the offence, as the case may be, in addition to the penalty or offence.

(4) The amount of composition received under sub-section (1) shall be credited to the account under sub-section (1) of section 115 for the unorganised workers.

(5) Nothing contained in sub-section (1) shall apply to a penalty or an offence for a second or subsequent time within a period of three years from the date of the first offence, as the case may be,—

- (a) which was earlier compounded; or
- (b) for which such person was earlier convicted.

CHAPTER XIII

SOCIAL SECURITY FUND

Finin2min clause-by-clause decode

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2. Identify the exact contravention, responsible person, establishment and event date; do not combine distinct offences.
3. Identify the exact contravention, responsible legal person, continuing-offence period and consequence.
4. Separate first and repeat contraventions, continuing defaults, company/officer liability and any due-diligence defence.
5. Preserve evidence and immediately stop continuing risk without fabricating retrospective records.
6. Map whether the matter follows adjudication, prosecution, compounding or a prior-opportunity-to-comply route.
7. Check show-cause, inquiry, adjudication, prosecution, appeal and limitation routes separately.
8. Preserve inspection records, notices, replies, corrective action, authorisations and payment or compounding evidence.
9. Use compounding only for eligible offences and comply with the authorised officer's form and payment requirements.
10. Diary limitation, appeal or revision rights and keep civil compensation, statutory dues and criminal exposure separate.

Applicable Central Rules immediately below the provision

Central Rule 182: Rule 182 — Manner of compounding of offences by the authorised officer

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 182 | Official source: [section 114](#).

Rules, forms, registers, portals and due dates

Rule Subject	Text/control status
177 Rule 177 — Manner of holding enquiry	Source-controlled mapping
178 Rule 178 — Onus as to age	Source-controlled mapping
179 Rule 179 — Procedure of inquiry and other related matters	Source-controlled mapping
180 Rule 180 — Persons to appear at inquiry	Source-controlled mapping
181 Rule 181 — Procedure of survey and other related matters	Source-controlled mapping
182 Rule 182 — Manner of compounding of offences by the authorised officer	Source-controlled mapping

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

Notifications and effective-date history

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

Old-law/new-Code concordance

Predecessor law	Transition control
Factories Act, 1948	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Plantations Labour Act, 1951	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Mines Act, 1952	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Working Journalists laws	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Motor Transport Workers Act, 1961	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Beedi and Cigar Workers Act, 1966	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Contract Labour Act, 1970	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
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	

Predecessor law

Dock Workers Act, 1986

BOCW Act, 1996

Transition control

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

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

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

Practical calculations and control file

Calculation sequence

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

Three-owner sign-off

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

Binding and highly relevant case-law principles

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

Decision

Consumer Education and Research Centre v. Union of India

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

Principle and present-use caution

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

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

Decision

Vellore Citizens Welfare Forum v. Union of India

Gammon India Ltd. v. Union of India

Principle and present-use caution

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

Construction-worker welfare and cess legislation is beneficial and must be applied consistently with the charging and machinery provisions.

State-law variation alerts

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

Practical transaction application

Apply the chapter to site acquisition, factory/establishment registration, contractor mobilisation, licence conditions, migrant-worker deployment, construction, hazardous process, working hours, welfare, accident response and shutdown planning.

Authority, consent and execution controls

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

Stamp duty and registration alerts

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

Evidence and document-retention checklist

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

Performance, delivery and payment controls

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

Breach, loss, mitigation and remedy framework

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

Limitation and forum controls

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

Arbitration and mediation interface

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

Company, partnership, GST and tax overlays

For a company, align board/delegation and officer-in-default controls; for an LLP or partnership, identify the designated partner/partner and authorised employer representative. Labour dues can affect transaction price, indemnities, director/

partner exposure and insolvency claims. Salary/TDS, perquisite, contractor TDS, GST on outsourced services and accounting provisions must be reconciled without treating tax treatment as proof of labour-law classification.

Finin2min Q&A

Which law and version should be applied?

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

How is the appropriate Government identified?

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

Can a company policy override the statutory protection?

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

What evidence should be retained?

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

Do the Central Rules apply to every establishment?

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

How should a historical event be tested?

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

What happens when portal practice conflicts with the statute?

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

Can criminal and monetary consequences arise together?

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

Is a contractor arrangement enough to shift liability?

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

What is the first professional review step?

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

What is the operational focus of section 94 - General penalty for offences?

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 95 - Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.?

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 96 - Penalty for non-maintenance of register, records and non-filing of returns, etc.?

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 97 - Punishment for contravention of certain provisions?

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 98 - Punishment for falsification of records, etc.?

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 99 - Penalty for omission to furnish plans, etc.?

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 100 - Punishment for disclosure of information?

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 101 - Punishment for wrongfully disclosing results of analysis?

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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