

Finin2min

[Labour Publication Series](#)

Labour & Manpower Law Publication Series

## Chapter XIV - Mines

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

Review date: 2026-07-18 Authors: CA Nikhil Gupta & Kajri Singh Sections: 116-143 Central Rules mapped: 8 Local source-hashed Act text + linked Rules and implementation analysis

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**On this page**

[Finin2min Summary](#) [Section 116](#) [Section 117](#) [Section 118](#) [Section 119](#) [Section 120](#) [Section 121](#) [Section 122](#) [Section 123](#) [Section 124](#) [Section 125](#) [Section 126](#) [Section 127](#) [Section 128](#) [Section 129](#) [Section 130](#) [Section 131](#) [Section 132](#) [Section 133](#) [Section 134](#) [Section 135](#) [Section 136](#) [Section 137](#) [Section 138](#) [Section 139](#) [Section 140](#) [Section 141](#) [Section 142](#) [Section 143](#) [Rules/forms](#) [Old law](#) [Case law](#) [State alerts](#) [Q&A](#) [Provision map](#) [Transaction and cross-law controls](#)

OSHC Code, 2020 Mines 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

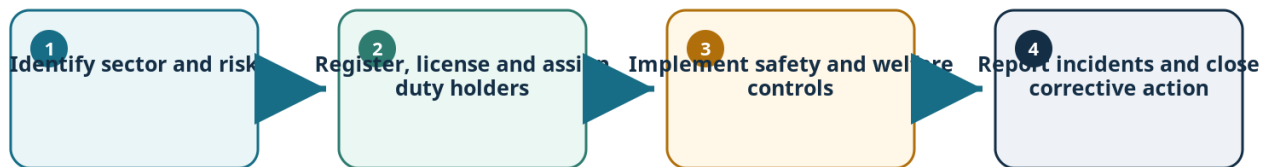
### Finin2min Summary - Chapter in 2 Minutes

This chapter turns mines into an operational control file. It covers Delegation of powers, Onus as to age, Onus of proving limits of what is practicable, etc., Common licence for contractor, factories and to industrial premises, etc.; 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.

## Chapter XIV - Mines

### FININ2MIN LEGAL FLOW

### OSHC Code, 2020 — Mines



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 XIV - Mines

### Finin2min implementation explanation

Maintain a controlled implementation file for Chapter XIV - Mines: 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.

## **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 116: Delegation of powers
- Section 117: Onus as to age
- Section 118: Onus of proving limits of what is practicable, etc.
- Section 119: Common licence for contractor, factories and to industrial premises, etc.
- Section 120: Effect of law and agreements inconsistent with Code
- Section 121: Power of appropriate Government to direct inquiry in certain cases

## **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: misclassification, missed filing/notice, unsupported calculation, incomplete records and use of the wrong Central/State instrument.

## **Employee/worker remedy snapshot**

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

## **Old law / transition**

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

## Five-point professional checklist

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

Finin2min takeaway: for mines, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

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

## Section-by-section provision map

| Provision Subject |                                                                           | Implementation focus                                        |
|-------------------|---------------------------------------------------------------------------|-------------------------------------------------------------|
| Section 116       | Delegation of powers                                                      | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 117       | Onus as to age                                                            | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 118       | Onus of proving limits of what is practicable, etc.                       | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 119       | Common licence for contractor, factories and to industrial premises, etc. | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 120       | Effect of law and agreements inconsistent with Code                       | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 121       | Power of appropriate Government to direct inquiry in certain cases        | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 122       | Publication of reports                                                    | Trigger, linked Rule/form, evidence, consequence and remedy |

| <b>Provision Subject</b> |                                                               | <b>Implementation focus</b>                                 |
|--------------------------|---------------------------------------------------------------|-------------------------------------------------------------|
| Section 123              | Powers of Central Government to give directions               | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 124              | General restriction on disclosure of information              | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 125              | Jurisdiction of civil courts barred                           | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 126              | Protection of action taken in good faith                      | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 127              | Power to exempt in special cases                              | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 128              | Power to exempt during public emergency                       | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 129              | Power to exempt public institution                            | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 130              | Persons required to give notice, etc., legally bound to do so | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 131              | Power of Central Government to amend Schedule                 | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 132              | Power to remove difficulties                                  | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 133              | Power of appropriate Government to make rules                 | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 134              | Power of Central Government to make rules                     | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 135              | Power of State Government to make rules                       | Trigger, linked Rule/form, evidence, consequence and remedy |

| <b>Provision</b> | <b>Subject</b>                                                                     | <b>Implementation focus</b>                                 |
|------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------|
| Section 136      | Power of Central Government to make regulations in relation to mines and dock work | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 137      | Prior publication of rules, etc.                                                   | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 138      | Power to make regulation without previous publication                              | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 139      | Bye-laws                                                                           | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 140      | Powers to regulate general safety and health                                       | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 141      | Laying of regulations, rules, byelaws, etc., before Parliament                     | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 142      | Laying of rules made by State Government                                           | Trigger, linked Rule/form, evidence, consequence and remedy |
| Section 143      | Repeal and Savings                                                                 | Trigger, linked Rule/form, evidence, consequence and remedy |

## Section 116: Delegation of powers

### Current statutory text

116. Delegation of powers.—The Central Government may, by notification, direct that any power exercisable by it under this Code or rules made there under shall, in relation to such conditions, if any, as may be specified in the notification, be exercisable by such officer or authority subordinate to the State Government as may be specified in the said notification.

### Finin2min clause-by-clause decode

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

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

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance |  
Official source: [section 116](#).

## Section 117: Onus as to age

### Current statutory text

117. Onus as to age.—(1) When any offence is committed under this Code involving the death of a person and such person is in the opinion of the court prima facie under such age, the burden shall be on the accused to prove that such person is not under such age.

(2) The medical authority prescribed by the Central Government shall, when issuing the certificate of age for the purposes of this Code, take into account the date of birth of the worker, and in the absence thereof, the date of birth certificate from school or other equivalent certificate from the concerned examination Board of the worker, and in the absence thereof, the birth certificate of the worker given by a corporation, Panchayat, and only in the absence of any of the methods specified in this section, the date of birth shall be determined by such medical authority through an ossification test or any other scientific determination test.

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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**

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

## **Practical example**

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Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 117](#).

## **Section 118: Onus of proving limits of what is practicable, etc.**

### **Current statutory text**

118. Onus of proving limits of what is practicable, etc.—In any proceeding contravention of any provision of this Code or regulations or bye-laws or consisting of a failure to comply with a duty or requirement to do something who is alleged to have failed to comply with such duty or requirement, to practicable or all practicable measures were taken to satisfy the duty or

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## **Consequence, remedy and limitation**

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Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 118](#).

## **Section 119: Common licence for contractor, factories and to industrial premises, etc.**

### **Current statutory text**

119. Common licence for contractor, factories and to industrial premises.—Notwithstanding anything contained in this Code, any person desirous of obtaining a licence in respect of a factory, industrial premises for beedi and cigar work and for any combination thereof or single licence for any one of them under this Code may apply electronically or otherwise to such authority as may be designated, by notification of the Government.

(2) The application under sub-section (1),—

(a) shall be in such form and filed in such manner and accompanied by such information as may be prescribed by the appropriate Government;

(b) shall, in so far as it relates to the licence for engaging contract labour or inter-State migrant workers employed.

(3) On receipt of an application under sub-section (1), the authority referred to in sub-section (1) shall take such actions in such manner and make such inquiry as may be prescribed by the Government.

(4) Where the authority referred to in sub-section (1) is satisfied that an application has been made in respect of a factory, industrial premises for beedi and cigar work or any combination thereof or single licence for any one of them under this Code, it shall issue a licence electronically within forty-five days of the receipt of the application. The licence shall be deemed to be issued and shall be auto generated and the rules shall be on such authority:

Provided that where the licence is deemed to be issued, no further inquiry shall be made.

Provided further that the form of licence shall, as far as practicable, be in such form as may be prescribed by the Government.

Provided also that where such authority rejects the application he shall rejection.

(5) Notwithstanding anything contained in this Code, any licence in respect of premises for beedi and cigar work and for engaging contract labour has been issued under labour law before the commencement of this Code, in respect of any establishment which has been obtained under the provisions of this Code and shall be valid for the period for which issued and shall have to be obtained afresh after its expiration.

(6) Any person aggrieved by an order passed under this section by the authority under sub-section (1) may file, within thirty days from the date of the order, an appeal, accompanied with such fee to such appellate authority as may be prescribed by the Government and the appeal shall be disposed of electronically within thirty days of the appeal.

## **Finin2min clause-by-clause decode**

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Test the establishment, activity, worker-count and sector thresholds that trigger registration or licensing.
3. Confirm whether the establishment, contractor or premises falls within the relevant threshold and jurisdiction.
4. Identify the competent registering or licensing officer and the Central/State jurisdiction before filing.
5. Use the prescribed electronic form and attach identity, address, constitution and work-order evidence.
6. Map the prescribed application, attachments, fee, security, validity, renewal and amendment events.
7. Track completeness, statutory processing period, deemed outcome where expressly provided, and portal acknowledgement.
8. Keep the certificate or licence displayed and reconcile contractor, migrant-worker and location data to the approved particulars.
9. Update material changes within the prescribed period; registration or licence is not transferable unless law says otherwise.
10. Track refusal, suspension, revocation, appeal, limitation and the consequences of operating without valid authority.

## **Applicable Central Rules immediately below the provision**

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

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

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

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

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

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

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

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

### **Central Rule 96: Rule 96 — Amendment of Licence**

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

## **Practical example**

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

## **Controls and evidence**

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

## Consequence, remedy and limitation

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

Mapped Rules: Rule 87, Rule 88, Rule 89, Rule 90, Rule 96 | Official source: [section 119](#).

## Section 120: Effect of law and agreements inconsistent with Code

### Current statutory text

120. Effect of law and agreements inconsistent with Code.—(1) The provisions shall have effect notwithstanding anything inconsistent therewith contained in any law in force or in the terms of any award, agreement or contract of service which commenced before the commencement of this Code:

Provided that where under any such award, agreement, contract of service or law, an employee is entitled to benefits in respect of any matters which are more favourable to him than he would be entitled to under this Code, the employee shall continue to get the for so long as he receives benefits in respect of other matters under this Code.

(2) Nothing contained in this Code shall be construed as precluding any person from entering into an agreement with an employer for granting him rights or privileges in respect of any matters more favourable to him than those to which he would be entitled under this Code.

(2) Nothing contained in this Code shall be construed as precluding any person from entering into an agreement with an employer for granting him rights or privileges in respect of any matters more favourable to him than those to which he would be entitled under this Code.

### Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the 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 184: Rule 184 — Grievance redressal mechanism for contract labour**

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

### **Central Rule 185: Rule 185 — Annual increment of regular worker of a contractor**

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 184, Rule 185 | Official source: [section 120](#).

## Section 121: Power of appropriate Government to direct inquiry in certain cases

### Current statutory text

121. Power of appropriate Government to direct inquiry in certain cases.—(1) The appropriate Government may, in the event of the occurrence of an accident in an establishment which had the potentiality to cause serious danger to employees and other persons employed in the workplace or whether immediate or delayed, or any occupational disease specified in the Schedule, which has been or is suspected to have been contracted, in epidemic form, direct more persons possessing legal or special knowledge to act as assessors or to conduct an inquiry in order to inquire into the causes of the accident and disease, formulate a plan of action for the future to prevent such accidents or diseases and submit a report to the Government.

(2) The appropriate Government may direct a Chief Inspector-cum-Facilitator to be appointed under the control of the Government concerned or appoint a committee to inquire in any manner as may be prescribed by the appropriate Government on the situation existing at work at any workplace or class of workplaces or into the effect of work on the health of employees and other persons within and in the vicinity of the workplace.

(3) The officer directed or committee appointed, under sub-section (1) to conduct an inquiry, shall have the powers of a civil court under the Code of Civil Procedure, 1908 for the purposes of enforcing the attendance of witnesses and compelling the production of documents and material objects, and may also so far as may be necessary for the purposes of the inquiry exercise the powers of an Inspector-cum-Facilitator under this Code as may be necessary.

(4) The Central Government may make rules for regulating the procedure for conducting an inquiry and other related matters under this section.

### Finin2min clause-by-clause decode

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2. Identify the covered establishment, worker category, appropriate Government and event date.
3. Verify the officer's jurisdiction, appointment and the statutory purpose of the visit, sample, survey or inquiry.
4. Convert each statutory condition and proviso into an assigned action with a clear deadline.

5. Nominate an authorised site contact while preserving worker access and non-retaliation rights.
6. Map the enabling Rule, form, Schedule, authority and any sector-specific notification.
7. Provide accurate documents and facilities; record items taken, samples sealed and statements made.
8. Preserve the decision memo, worker communication, register, portal acknowledgement and payment or inspection evidence.
9. Assess improvement, prohibition or inquiry directions immediately and diarise appeal or compliance periods.
10. Record exceptions, non-compliance consequences, remedy, appeal forum and limitation period.

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

The committee checks jurisdiction, limitation, conflict and interim-risk issues before fixing the process calendar. Access is restricted, evidence is indexed and every communication is issued through an authorised channel.

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 121](#).

# Section 122: Publication of reports

## Current statutory text

122. Publication of reports.—The appropriate Government may, if it thinks any report submitted to it by the National Board or State Advisory Board or submitted to it under this Code.

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

## Applicable Central Rules immediately below the provision

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

## Practical example

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

## Controls and evidence

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

## Consequence, remedy and limitation

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 122](#).

## Section 123: Powers of Central Government to give directions

### Current statutory text

123. Powers of Central Government to give directions.—The Central Government may give directions to a State Government for the implementation of the provisions

### Finin2min clause-by-clause decode

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

## **Practical example**

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

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 123](#).

# Section 124: General restriction on disclosure of information

## Current statutory text

124. General restriction on disclosure of information.—(1) No person shall, in the course of his official duty, disclose any information relating to any manufacturing or commercial working process which may come to his knowledge in the course of his official duty.

(2) Nothing in sub-section (1) shall apply to any disclosure of information with the written consent in writing of the owner of the business or process or for the purpose of any legal proceeding (including adjudication or arbitration), pursuant to any of the relevant provisions of the Code of Criminal Procedure, 1973, or any criminal proceeding under this Code which may be taken, whether pursuant to any of the statutory provisions or otherwise, or for the purposes of any report of an inquiry.

## Finin2min clause-by-clause decode

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

## Applicable Central Rules immediately below the provision

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

## Practical example

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

## Controls and evidence

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

## Consequence, remedy and limitation

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 124](#).

## Section 125: Jurisdiction of civil courts barred

### Current statutory text

125. Jurisdiction of civil courts barred.—No civil court shall have jurisdiction in any matter to which any provision of this Code applies and no injunction shall be granted in respect of anything which is done or intended to be done by or under this

### 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**

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

## **Practical example**

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

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 125](#).

# Section 126: Protection of action taken in good faith

## Current statutory text

126. Protection of action taken in good faith.—(1) No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or intended in pursuance of this Code or any rule or regulation or bye-laws or order made there under.

(2) No prosecution or other legal proceeding shall lie against the Government or any member of such Board or any other person authorised by the Government or the Board or any other person authorised by the Government or the Board for any damage caused or likely to be caused by anything which is in good faith done in pursuance of this Code or any rule or regulation or bye-laws or order made there under.

## Finin2min clause-by-clause decode

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

## Applicable Central Rules immediately below the provision

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

## Practical example

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

## Controls and evidence

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

## Consequence, remedy and limitation

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 126](#).

## Section 127: Power to exempt in special cases

### Current statutory text

127. Power to exempt in special cases.—(1) The appropriate Government may, subject to such conditions and restrictions, if any, and for such period as may be specified in the notification, direct that all or any of the provisions of this Code or any rule made there under shall not apply to or in relation to any establishment or class of establishments.

(2) Without prejudice to the generality of sub-section (1), where the State Government is satisfied that it is necessary in the public interest that it is necessary to create more economic activities, it may, by notification, exempt, subject to such conditions as it may think fit, any establishment or class of establishments from all or any of the provisions of this Code on which such commercial production starts, as may be specified in the notification.

Provided that any notification issued by a State Government under the provisions of this section (127) for the time being in force in the State prior to the commencement of this Act shall remain in force after the commencement of this Act for the purpose as is specified in this sub-section, shall remain in force after the expiration of the remaining period as if the provisions of this Code, to the extent they define, were not in force.

Explanation.—For the purpose of this sub-section, the expression “new f of new Factories” means such factory or class or description of Factories commercial production start within such period as may be specified in the

## **Finin2min clause-by-clause decode**

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

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

- Employer: assign owner, configure system and retain approval/payment proof.

- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 127](#).

## **Section 128: Power to exempt during public emergency**

### **Current statutory text**

128. Power to exempt during public emergency.—In case of a public emergency or pandemic in whole of India or part thereof, the appropriate Government may exempt any workplace or work activity or class thereof from all or any of the provisions of this Act, and subject to such conditions as it may think fit:

Provided that no such notification shall be made for a period exceeding

Explanation.—For the purposes of this section “public emergency” means the security of India or any part of the territory thereof is threatened, aggression or internal disturbance.

### **Finin2min clause-by-clause decode**

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.

6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Create a named control owner and maker-checker evidence trail.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 128](#).

# Section 129: Power to exempt public institution

## Current statutory text

129. Power to exempt public institution.—The appropriate Government may exempt any workshop or workplace where any work is carried on and which is attached to a public institution maintained for the purpose of research or information, from all or any of the provisions of this Code:

Provided that no such exemption shall be granted from the provisions relating to holidays unless the persons having the control of the institution submit, to the appropriate Government, a scheme of the regulation of the hours of employment, intervals, and the persons employed in or attending the institution or who are inmates of the institution, and the appropriate Government is satisfied that the provisions of the scheme are consistent with the corresponding provisions of this Code.

## Finin2min clause-by-clause decode

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

## Applicable Central Rules immediately below the provision

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

## Practical example

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

## Controls and evidence

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

## Consequence, remedy and limitation

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 129](#).

## Section 130: Persons required to give notice, etc., legally bound to do so

### Current statutory text

130. Persons required to give notice, etc., legally bound to do so.—Every person who is required to give notice or to furnish any information to any authority in relation to the enforcement of the provisions of the Act, or who is legally bound to do so within the meaning of section 176 of the Indian Penal Code, shall be deemed to be a person who is legally bound to do so.

### Finin2min clause-by-clause decode

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

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

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance |  
Official source: [section 130](#).

## Section 131: Power of Central Government to amend Schedule

### Current statutory text

131. Power of Central Government to amend Schedule.—The Central Government, by notification, amend any Schedule by way of addition, alteration or omission. If a notification being issued, the Schedule shall be deemed to be amended accordingly.

### 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 Schedule entry, activity, substance, process or class that the power can lawfully modify.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Confirm the issuing Government, enabling provision, consultation or publication step and Gazette date.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Distinguish the notification date from its effective date and test whether any transition or saving applies.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Update the legal register, risk assessment, licence conditions, training material and contractor instructions from the effective date.
9. Create a named control owner and maker-checker evidence trail.
10. Retain the superseded and current Schedule versions so historical events remain auditable.

### Applicable Central Rules immediately below the provision

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

## Practical example

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

## Controls and evidence

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

## Consequence, remedy and limitation

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 131](#).

## Section 132: Power to remove difficulties

### Current statutory text

132. Power to remove difficulties.—(1) If any difficulty arises in giving this Code, the Central Government may, by order published in the Official Gazette, not inconsistent with the provisions of this Code, as appears to it to be necessary for removing the difficulty:

Provided that no such order shall be made after the expiry of two years from the date the Code comes into force.

(2) Every order made under this section shall, as soon as may be after it is made, be laid before the House of Parliament.

### Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and

delegated instrument can be checked against the official India Code source before use.

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

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

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

Mapped Rules: No direct Central Rule mapped in the repository concordance |  
Official source: [section 132](#).

## Section 133: Power of appropriate Government to make rules

### Current statutory text

133. Power of appropriate Government to make rules.—(1) The appropriate Government may, subject to the condition of previous publication and by notification, make rules for all or any of the purposes of this Code.

(2) In particular and without prejudice to the generality of the foregoing, the Government may provide for all or any of the following matters, namely:--

- (a) income from the sources under Explanation to clause (x) of sub-section (1) of section 3;
- (b) substance or quantity of substance under clause (zb) of sub-section (1) of section 3;
- (c) the late fee under the proviso to sub-section (1) of section 3;
- (d) the manner of submitting application under sub-section (2) of section 3 and the particulars to be contained therein and the fees to be paid thereon;
- (e) the form and manner of sending the notice and the authority to which notice shall be sent and the manner of intimating the authority under sub-section (1) of section 4;
- (f) annual health examination or test free of costs, age of employee and the establishment or class of establishments under clause (c) of sub-section (1) of section 5;
- (g) the information to be included in the letter of appointment and the particulars to be contained therein and the fees to be paid thereon under clause (f) of sub-section (1) of section 6;
- (h) the nature of bodily injury and the manner of notice and the time within which notice shall be sent and the authority to which notice shall be sent under sub-section (1) of section 7;
- (i) nature of dangerous occurrence and the form of notice, the time within which notice shall be sent and the authority to which notice shall be sent under section 11;
- (j) the form of notice related to certain diseases and the time within which notice shall be sent and the authority to which the notice shall be sent under sub-section (1) of section 12;
- (k) the form and manner of the report and the time within which such report shall be submitted to the office of the Chief Inspector-cum-Facilitator under sub-section (2) of section 13;
- (l) manner of making report by employee under clause (d) and other matters.

clause (g) of section 13;

(m) manner of sending report of action taken under sub-section (3) of

(n) the manner of constituting a safety committee and the manner and representative of the workers in the Safety Committee under sub-section

(o) the qualifications, duties and number of safety officers under

(p) conditions for exemption of workers from weekly and compensatory section (2) of section 26;

(q) the total number of overtime under second proviso to section 27

(r) circumstances for exemption from restriction on double employment section 30;

(s) the form of notice and manner of display of such notice and the shall be sent to the Inspector-cum-Facilitator under sub-section (2) of

(t) the form of register and particulars of workers under clause (

(u) the manner and form of displaying notices under clause (b) of s

(v) return, manner of filing the return and periods of filing return to under clause (d) of section 33;

(w) the qualification and experience of Chief Inspector-cum-Facilitator section 34;

(x) the manner of taking samples of any article or substance found in a atmosphere under clause (x) of sub-section (1) of section 35;

(y) the other powers and duties under clause (xiv) of sub-section (1) of

(z) the specialised qualification and experience, duties and responsibilities empanelled under section 37;

(za) the manner of providing alternative employment under sub-clause (d) section (1) of section 38;

(zb) the qualification for the appointment of medical practitioner and sub-section (1) of section 42;

(zc) other establishment engaged in the dangerous occupation or process sub-section (2) of section 42;

(zd) medical supervision and other establishment under clause (b) of su

(ze) other establishment under clause (c) of sub-section (2) of section

(zf) conditions relating to safety, holidays and working hours or any by the employer under section 43;

(zg) the manner of requiring the employer to provide the adequate safeg

(zh) conditions including, in particular, conditions as to hours of wor essential amenities in respect of contract labour under clause (a) of sub-

(zi) the form and manner of application and the particulars which such regarding the number of contract labour, nature of work for which contract and other particulars including the information relating to the employment workers under sub-section (1) of section 48;

(zj) the procedure under sub-section (2) of section 48;

(zk) manner of applying for the renewal of licence and the manner of re section (3) of section 48;

(zl) responsibility of the contractor under sub-section (4) of section

(zm) the manner of intimation of work order and time-limit for such int section (1) of section 50;

(zn) the manner of suspending or cancelling the licence under sub-secti

(zo) the period before which the wages shall be paid under sub-section

(zp) the mode of payment of wages under proviso to sub-section (2) of s

(zq) the manner of payment of wages from security deposit under sub-sec

(zr) the form of issuing experience certificate under section 56;

(zs) the form and manner of making application under clause (b) of sub

(zt) period of making report and the period of deciding the question u section (2) of section 57;

(zu) minimum service for entitlement, class of travel and other matters

(zv) manner of providing facility of toll free helpline under section 6

(zw) manner of providing for study on inter-State migrant workers under

(zx) authority to whom a copy of the agreement shall be forwarded b section (3) of section 66;

(zy) details under clause (vii) of sub-section (4) of section 66;

(zz) rules in respect of factory or class or description of factori section 79;

- (zza) mode of submission of application under sub-section (2) of section 80;
- (zzb) common facilities and services for joint liability of owner of factories under section 80;
- (zzc) rules under section 82;
- (zzd) purposes under sub-section (1) of section 83;
- (zze) form of application under sub-section (2) of section 83;
- (zzf) the appellate authority for appeal against the order of Inspector under the manner of appeal under section 90;
- (zzg) rules under section 91;
- (zzh) manner of holding enquiry under sub-section (1) of section 111;
- (zzi) form and manner of preferring appeal and the fee to accompany section (3) of section 111;
- (zzj) manner of compounding under sub-section (1) of section 114;
- (zzk) other sources of fund under sub-section (2) of section 115;
- (zzl) the manner of administering and expending the Fund under sub-section (2) of section 116;
- (zzm) the form of application, manner of filing the application and therewith including the information relating to the employment of inter-employees under sub-section (2) of section 119;
- (zzn) actions, manner of taking actions and inquiry under sub-section (1) of section 120;
- (zzo) the form of appeal, the fee to be accompanied therewith and the manner of appeal under section (6) of section 119;
- (zzp) the manner of survey under sub-section (2) of section 121;
- (zzq) any other matter which is required to be, or may be, prescribed under section 122;

## **Finin2min clause-by-clause decode**

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

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

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance |  
Official source: [section 133](#).

## Section 134: Power of Central Government to make rules

### Current statutory text

134. Power of Central Government to make rules.—(1) The Central Government may, after consulting the condition of previous publication and by notification, make rules for the purpose of the Code.

(2) In particular, and without prejudice to the generality of the foregoing, the Central Government may provide for all or any of the following matters, namely:—

- (a) the other authority under sub-clause (iii) of clause (zs) of sub-section (1) of section 2;
- (b) the matters which are directly related to the condition of ship and the matters which are directly related to clause (iii) of clause (zs) of sub-section (1) of section 2;
- (c) other period under clause (a) of sub-section (1) of section 3;
- (d) the form of certificate of registration, the time within which such certificate shall be issued under sub-section (3) of section 3;
- (e) the form of intimation by the employer electronically and the manner of giving such intimation and the certificate electronically under sub-section (4) of section 3;
- (f) the manner of informing closing of establishment and certifying the establishment as closed officer under sub-section (5) of section 3;
- (g) procedure for nomination and discharge of functions of Members of National Board under sub-section (3) of section 16;
- (h) the terms and conditions of service of officers and employees of the National Board under sub-section (4) of section 16;
- (i) the number of members of technical committees or advisory committees under sub-section (5) of section 16;
- (j) the form and manner of collecting, compiling and analyzing occupational statistics under sub-section (1) of section 21;
- (k) the form and manner of maintaining database electronically or otherwise and the manner in which it shall be produced under sub-section (2) of section 21;
- (l) health and working conditions under sub-section (1) of section 23;
- (m) regarding matters specified in sub-section (2) of section 23;

- (n) welfare facilities for the employees under sub-section (1) of section 24;
- (o) regarding matters specified in sub-section (2) of section 24;
- (p) facility of crèche under sub-section (3) of section 24;
- (q) definition of "running time" in relation to a working day under clause (i) of sub-section (1) of section 25;
- (r) the hours of work for working journalist under sub-section (2) of section 25;
- (s) other kinds of leave under clause (i) of sub-section (3) of section 25;
- (t) the maximum period of accumulating leave under clause (ii) of sub-section (3) of section 25;
- (u) the limit up to which the earned leave may be availed of at a time and the period within which such leave may be exceeding under clause (iii) of sub-section (3) of section 25;
- (v) conditions and restrictions for entitlement of cash compensation under clause (iv) of sub-section (3) of section 25;
- (w) powers and duties of District Magistrate under section 36;
- (x) requisite qualifications or criteria under sub-section (1) of section 43;
- (y) period of renewal of licence under sub-section (2) of section 47;
- (z) procedure under clause (b) of sub-section (1) of section 51;
- (za) form of agreement under clause (a), and the name and other particulars of the agreement under sub-section (2) of section 66;
- (zb) the matter which may be saved and the qualifications of sole manager under sub-section (1) of section 67;
- (zc) the conditions relating to number of employees, depth of excavation and other matters under clause (a) of sub-section (1) of section 68;
- (zd) conditions relating to workings, opencast workings and explosives under sub-section (1) of section 68;
- (ze) to declare the mines and part thereof for the purpose of application of the Code under sub-section (2) of section 68;
- (zf) the authority, the manner of informing such authority and the time within which the information under sub-section (3) of section 68;
- (zg) to provide for medical examination of apprentice, other trainee or workman under sub-section (3) of section 70;

(zh) to exempt certain persons or category of persons holding post management and the persons employed in mine and the persons employed th

(zi) to provide for vocational training and rescue and recovery se  
a mine under section 72;

(zj) medical authority under sub-section (2) of section 117;

(zk) rules under sub-section (4) of section 121;

(zl) the language of the bye-laws under sub-section (7) of section

(zm) any other matter which is required to be, or may be prescribed.

## **Finin2min clause-by-clause decode**

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

## **Applicable Central Rules immediately below the provision**

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

## Practical example

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

## Controls and evidence

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

## Consequence, remedy and limitation

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 134](#).

## Section 135: Power of State Government to make rules

### Current statutory text

135. Power of State Government to make rules.—(1) The State Government may condition of previous publication and by notification, make rules for the this Code.

(2) In particular and without prejudice to the generality of the foregoing provide for all or any of the following matters, namely:—

(a) the constitution, procedure and other matters relating to State section (2) of section 17;

(b) the number of members and their qualifications under sub-section

(c) the form of application and the payment of fees under sub-section

(d) the manner of preparing the plan of the place or premises under

- (e) other matters under clause (e) of sub-section (4) of section 74
- (f) fees under sub-section (6) of section 74;
- (g) period under the second proviso to sub-section (6) of section 74;
- (h) the time of filing appeal and fees under section 75;
- (i) the form of application by the employee and conditions under section 76;
- (j) form of maintaining the record of the work under sub-section (1) of section 77;
- (k) the manner of disclosing information by occupier of a factory under section 84;
- (l) the interval of informing Chief Inspector-cum-Facilitator and workers with respect to the health and safety of the workers under sub-section (1) of section 85;
- (m) the form and manner of informing Chief Inspector-cum-Facilitator and workers with respect to the health and safety of the workers under section 84;
- (n) the manner of publicising among the workers and the general public the measures and disposal laid down under sub-section (7) of section 85;
- (o) the conditions for accessibility to the record by the workers under section 86;
- (p) the qualification and experience of persons handling hazardous materials and providing necessary facilities for protecting the workers under clause (b) of sub-section (1) of section 87;
- (q) the manner of providing for medical examination of a worker under section 85;
- (r) the measures or standards under sub-section (1) of section 86;
- (s) the value of the maximum permissible limit of exposure of chemical in any manufacturing process in any factory under section 88;
- (t) requiring every employer to make in his plantation provisions under clauses (a) to (d) of sub-section (1) of section 92;
- (u) for prohibiting or, restricting employment of women or adolescents under section 93;
- (v) qualifications under sub-section (3) of section 93;
- (w) other matters under sub-section (4) of section 93;
- (x) manner of periodical medical examination of worker under sub-section (1) of section 94;
- (y) the manner of providing facilities, clothing and equipment under section 95;

(z) precautionary notices under sub-section (9) of section 93;

(za) any other matter which is required to be, or may be, prescribed

(3) The Central Government may, by notification and in consultation with the States, make rules for the purposes of bringing uniformity, throughout the country, in the application of such other matters as it considers necessary in respect of factories.

## **Finin2min clause-by-clause decode**

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

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## Controls and evidence

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

## Consequence, remedy and limitation

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 135](#).

## Section 136: Power of Central Government to make regulations in relation to mines and dock work

### Current statutory text

136. Power of Central Government to make regulations in relation to mines  
The Central Government may, by notification, make regulations consistent with the following purposes, namely:—

- (a) for specifying the qualifications required for appointment as I
- (b) for specifying and regulating the duties and powers of the Chief of Inspector-cum-Facilitators in regard to the inspection of mines under
- (c) for specifying the duties of owners, agents and managers of mines and them, and for specifying the qualifications (including age) of agents and persons acting under them;
- (d) for requiring facilities to be provided for enabling managers of mines under them to efficiently discharge their duties;
- (e) for regulating the manner of ascertaining, by examination or otherwise, managers of mines and persons acting under them, and the granting and renewal of competency;
- (f) for fixing the fees, if any, to be paid in respect of such examination and renewal of such certificates;

(g) for determining the circumstances in which and the conditions under which it is lawful for more mines than one to be under a single manager, or for any person not having the specified qualifications;

(h) for providing for inquiries to be made under this Code, including for misconduct or incompetence on the part of any person holding a certificate, and for suspension or cancellation of any such certificate and for providing, where necessary, a person appointed to hold an inquiry shall have all the powers of a civil magistrate under the Procedure, 1908 (5 of 1908), for the purpose of enforcing the attendance of witnesses and the production of documents and material objects;

(i) for regulating, subject to the provisions of the Indian Explosives Act, 1884, any rules made there under, the storage, conveyance and use of explosives;

(j) for prohibiting, restricting or regulating the employment of women in mines or on particular kinds of labour which are attended by danger to life or health of persons and for limiting the weight of any single load that may be carried by any person;

(k) for providing for the safety of the persons employed in a mine, for regulating the entry into and exit therefrom, the number of shafts or outlets to be furnished, the construction of shafts, outlets, pathways and subsidences;

(l) for prohibiting the employment in a mine either as manager or as assistant manager any person except persons paid by the owner of the mine and directly under his management;

(m) for providing for the safety of the roads and working places in mines, for regulating the maintenance and extraction or reduction of pillars or blocks of minerals and for providing sufficient barriers between mine and mine;

(n) for the inspection of workings and sealed off fire-areas in a mine, for regulating the workings in the vicinity of the sea or any lake or river or any other body of water, natural or artificial, or of any public road or building, and for requiring measures to be taken against the irruption or inrush of water or other liquid matter into, out of or from any collapse of, any workings;

(o) for providing for the ventilation of mines and the action to be taken in case of inflammable and noxious gases, including precautions against spontaneous combustion of fire and coal dust;

(p) for regulating, subject to the provisions of the Electricity Act, 1910, any rules made there under, the generation, storage, transformation, transmission and use of electricity in mines and for providing for the care and the regulation of the use of all electrical cables in mines and of all other machinery and plant therein;

(q) "for regulating the use of machinery in mines, for providing for the safety of persons on or near such machinery and on haulage roads and for restricting the use of locomotives underground;

(r) for providing for proper lighting of mines and regulating the use of safety lamps and the search of persons entering a mine in which safety lamps are in use;

(s) for providing against explosions or ignitions of inflammable gas or dust;

accumulations of water in mines and against danger arising therefrom and for regulating the extraction of minerals in circumstances likely to result in stoppage of workings or to result in or to aggravate the collapse of workings or interruption of mines;

(t) for specifying type of accidents for the purposes of notice under the notices of accidents and dangerous occurrences, and the notices, reports, output, persons employed and other matters provided for by regulations, to agents and managers of mines, and for specifying the forms of such notices and persons and authorities to whom they are to be furnished, the particulars and the time within which they are to be submitted;

(u) for requiring owners, agents and managers of mines to have fixed books specifying the plans and sections and field notes connected therewith to be kept in manner and places in which such plans, sections and field notes are to be kept and for the submission of copies thereof to the Chief Inspector-cum-Facilitator, making of fresh surveys and plans by them, and in the event of non-compliance, the same to be made and plans prepared through any other agency and for the recovery of expenses in the same manner as an arrear of land revenue;

(v) for regulating the procedure on the occurrence of accidents or accidents in or about, mines; for dealing effectively with the situation;

(w) for specifying the form of, and the particulars to be contained in, notices to be given by owner, agent or manager of a mine under section 5;

(x) for specifying the notice to be given by the owner, agent or manager of a mine when operations are commenced at or extended to any point within forty-five metres from the provisions of the Indian Railways Act, 1989 (24 of 1989) or of any other law as the case may be, which are maintained by the Government or any local authority;

(y) for the protection from injury, in respect of any mine when the work is being carried out on property vested in the Government or any local authority or railway company under the Indian Railways Act, 1989 (24 of 1989);

(z) for requiring protective works to be constructed by the owner, agent or manager of a mine before the mine is closed, and in the event of non-compliance, for getting the same made by any other agency and for recovering the expenses thereof from such owner in the same manner as of land revenue;

(za) for requiring the fencing of any mine or part of a mine or any quarry or any outlet, whether the same is being worked or not, or any dangerous or prohibited area, haulage, tramline or pathway, where such fencing is necessary for the protection of the mine;

(zb) for specifying the number of officials to be appointed;

(zc) for specifying the qualifications of the officials to be appointed;

(zd) for specifying the qualifications and experience of the agents;

(ze) for specifying the period during which the agent shall be resident in the mine;

(zf) for specifying duties and responsibilities of suppliers, designers and contractors for ensuring safety in mines;

(zg) for requiring the owners, agents and managers of mines to formulate and implement safety management plan in their mines;

(zh) for requiring the managers of mines to formulate and implement code of safe working and operating procedure in respect of any machinery or operation used in the mines;

(zi) for providing for the safety in opencast mines and associated operations and activities therein;

(zj) for regulating the extraction of methane from working or abandoned mines and coal seam;

(zk) for specifying the forms of returns which shall be filed by the establishments under this Code;

(zl) for the general requirement relating to the construction, equipment and safety of working places on shore, ship, dock, structure and other places where work is carried on;

(zm) for the safety of any regular approaches over a dock, wharf, quay and other places where workers have to use for going for work and for fencing of such places and other approaches;

(zn) for the efficient lighting of all areas of dock, ship, any other vessel and other places where any dock work is carried on and of all approaches to such places where workers are required to go in the course of their employment;

(zo) providing and maintaining adequate ventilation and suitable temperature and humidity in an enclosure on ship where dock workers are employed;

(zp) providing for the fire and explosion prevention and protection;

(zq) providing for safe means of access to ships, holds, stagings, equipment and other working places;

(zr) providing for the safety of workers engaged in the opening and closing of ways and other openings in the docks which may be dangerous to them;

(zs) providing for the safety of workers on docks from the risk of falling cargo during loading or unloading operations;

(zt) providing for the construction, maintenance and use of lifting appliances and services, such as, pallets containing or supporting loads and other appliances on them, if necessary;

(zu) providing for the safety of workers employed in freight container operations for handling unitised cargo;

(zv) providing for the fencing of machinery, live electrical conduits and other openings;

(zw) providing for the construction, maintenance and use of staging;

(zx) providing for the rigging and use of ship's derricks;

(zy) providing for the testing, examination, inspection and certification of chains and ropes and of slings and other lifting devices used;

(zz) providing for the precautions to be taken to facilitate escape from hold, bin, hopper or the like or between decks of a hold while handling cargo;

(zza) providing for the measures to be taken in order to prevent damage to cargo during the stacking, unstacking, stowing and unstowing of cargo or handling in hold;

(zzb) providing for the handling of dangerous substances and working in confined environments and the precautions to be taken in connection with such handling;

(zzc) providing for the work in connection with cleaning, chipping, grinding and the precautions to be taken in connection with such work;

(zzd) providing for the employment of persons for handling cargo, for the operation of hatch covers or other power operated ship's equipment, such as winches, ramps, retraceable car deck or similar equipment or to give signals to the crew;

(zze) providing for the transport of dock workers;

(zzf) providing for the precautions to be taken to protect dock workers from excessive noise, vibrations and air pollution at the workplace;

(zzg) providing for protective equipment or protective clothing;

(zzh) providing for the sanitary, washing and welfare facilities;

(zzi) providing for—

(i) the medical supervision;

(ii) the ambulance rooms, first aid and rescue facilities and the arrangements for the transport of dock workers to the nearest place of treatment;

(iii) the safety and health organisation; and

(iv) the training of dock workers and for the obligations and responsibilities for safety and health at the workplace;

(zzj) providing for the investigation of occupational accidents, diseases and specifying such diseases and the forms of notices, the persons and authorities to be consulted, the particulars to be contained in them and the time within which they are to be submitted;

(zzk) providing for the submission of statement of accidents, man-d-

handled and particulars of dock workers; and

(zzl) any other matter which is required to be or may be specified

## **Finin2min clause-by-clause decode**

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Confirm the sector definition, premises, process and statutory person in ultimate control.
3. Establish whether the mine, person and operation fall within the Code and Central rules or a valid exemption.
4. Map the sector-specific registration, manager/agent/occupier appointment, technical standard and welfare duty.
5. Appoint qualified statutory personnel and maintain current competency, medical and training records.
6. Maintain shift, competence, medical, machinery, inspection and contractor records required for the activity.
7. Provide rescue station/room coverage, tested breathing apparatus, communication, tracings and emergency teams.
8. Integrate emergency, accident-reporting and worker-participation controls into site operations.
9. Run initial, refresher, special and post-absence training before assigning hazardous work.
10. Test closure, prohibition, improvement direction, appeal and offence exposure against the current Rules and Schedules.

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

- Employer: assign owner, configure system and retain approval/payment proof.

- Employee/worker: retain contract, attendance, wage/benefit proof and communication.
- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 136](#).

## **Section 137: Prior publication of rules, etc.**

### **Current statutory text**

137. Prior publication of rules, etc.—The power to make rules, regulations Code shall be subject to the condition of the previous publication of the following manner, namely:—

(a) the date to be specified after a draft of rule, regulation, and be taken under consideration, shall not be less than forty-five days from the proposed rule, regulation and bye-laws is published for general information.

(b) rule, regulation and bye-laws shall be published in the Official Gazette and shall have effect as if enacted in this Code.

### **Finin2min clause-by-clause decode**

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

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

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 137](#).

# Section 138: Power to make regulation without previous publication

## Current statutory text

138. Power to make regulation without previous publication.—Notwithstanding anything contained in section 137, regulations under section 136 may be made without reference to the National Occupational Safety Health Advisory Board under sub-section (1) of section 16, if the Central Government is satisfied that there is danger or the speedy remedy of conditions likely to cause danger and to avoid such danger dispense with from such publication and reference.

## Finin2min clause-by-clause decode

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

## Applicable Central Rules immediately below the provision

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

## Practical example

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

## Controls and evidence

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

## Consequence, remedy and limitation

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 138](#).

## Section 139: Bye-laws

### Current statutory text

139. Bye-laws.—(1) The employer of a mine may, and shall, if called upon by the Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, frame and submit to the Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator a draft of such bye-laws, not being any rules or regulations or standards for the time being in force, governing the use of machinery or the adoption of a particular method of working in the mine, as may be necessary to prevent accidents and provide for the safety, convenience and comfort of persons employed in the mine.

(2) If any such employer—

(a) fails to submit within two months a draft of bye-laws after being called upon by the Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator; or

(b) submits a draft of bye-laws which is not in the opinion of the Chief Inspector-cum-Facilitator sufficient, the Chief Inspector-cum-Facilitator may—

(i) propose a draft of such bye-laws as appear to him to be su

(ii) propose such amendments in any draft submitted to him by  
opinion, render it sufficient, and shall send such draft bye-laws o  
employer for consideration.

(3) If within a period of two months from the date on which any draft b  
are sent by the Chief Inspector-cum-Facilitator or Inspector-cum-Facilitat  
provisions of sub-section (2), the Chief Inspector-cum-Facilitator or Insp  
employer are unable to agree as to the terms of the bye-laws to be made un  
Inspector-cum-Facilitator or Inspector-cum-Facilitator shall refer the dra  
technical committee constituted under sub-section (5) of section 16 in res

(4) When such draft bye-laws have been agreed to by the employer and th  
Facilitator or Inspector-cum-Facilitator, or, when they are unable to agre  
technical Committee constituted under sub-section (5) of section 16 in res  
draft bye-laws shall be sent by the Chief Inspector-cum-Facilitator or Ins  
Central Government for approval:

Provided that the Central Government may make such modification of the  
fit:

Provided further that before the Central Government approves the draft  
without modifications, there shall be published, in such manner as the Cen  
adapted for informing the persons affected, a notice of the proposal to ma  
where copies of the draft bye-laws may be obtained, and of the time (which  
days) within which any objections with reference to the draft bye-laws, ma  
affected should be sent to the Central Government.

(5) Every objection under second proviso to sub-section (4) shall be in

(i) the specific grounds of objections, and

(ii) the omissions, additions or modifications asked for.

(6) The Central Government shall consider any objection made within the  
behalf of persons appearing to it to be affected, and may approve the bye-  
they were published or after making such amendments thereto as it thinks f

(7) The employer shall cause a copy of the bye-laws, in English and in  
languages as may be prescribed by the Central Government, to be pasted up

or near the mine, where the bye-laws may be conveniently read or seen by t  
and when the same become defaced, obliterated or destroyed, shall cause th

(8) The Central Government may, by order in writing rescind, in whole o  
made, and thereupon such bye-law shall cease to have effect accordingly.

## **Finin2min clause-by-clause decode**

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

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

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

## Consequence, remedy and limitation

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 139](#).

## Section 140: Powers to regulate general safety and health

### Current statutory text

140. Powers to regulate general safety and health.—Notwithstanding any law in force, the Central Government may make rules to regulate general safety and health of persons residing in whole or part of India, in the event of declaration of an epidemic, for such period as may be notified by the Central Government.

### Finin2min clause-by-clause decode

1. This page does not replace the statutory text. It separates the operative legal transaction into controls so that each subsection, proviso, exception and delegated instrument can be checked against the official India Code source before use.
2. Identify the hazard, exposed worker group, process and statutory duty holder before selecting the control.
3. Identify the covered establishment, worker category, appropriate Government and sector-specific overlay.
4. Apply the prescribed engineering, medical, supervision, training, protective-equipment and emergency requirements.
5. Break the provision into trigger, actor, action, timing, evidence and consequence before configuring the process.
6. Map the relevant Rule, Schedule, standard, licence condition and sector-specific authority direction.
7. Read the corresponding Central Rule, prescribed form, Schedule and notified authority together.
8. Report notifiable accidents, dangerous occurrences or diseases within the applicable time and preserve the incident file.
9. Create a named control owner and maker-checker evidence trail.
10. Close root-cause actions and separately assess compensation, employment protection, inspection and penal consequences.

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 140](#).

## **Section 141: Laying of regulations, rules, byelaws, etc., before Parliament**

### **Current statutory text**

141. Laying of regulations, rules, bye-laws, etc., before Parliament.—Every standard and bye-laws notified or made by the Central Government under this Act as may be after it is notified or made, before each House of Parliament, within a period of thirty days which may be comprised in one session or in two or more sessions, if, before the expiry of the session immediately following the session or sessions in which both Houses agree in making any modification in the rule, regulation, standard or bye-law, the Government agree that the rule, regulation, standard or bye-law should not be made, the rule, regulation, standard or bye-law shall thereafter have effect only in such modified form or be of no effect.

however, that any such modification or annulment shall be without prejudice to any modification or annulment previously done under that rule, regulation, standard or bye-law, as the case may be.

## **Finin2min clause-by-clause decode**

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

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

- Employer: assign owner, configure system and retain approval/payment proof.
- Employee/worker: retain contract, attendance, wage/benefit proof and communication.

- Professional: reconcile the Act, Rule, notification, form, limitation and State overlay.

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 141](#).

## **Section 142: Laying of rules made by State Government**

### **Current statutory text**

142. Laying of rules made by State Government.—Every rule made by the State Government under this Code shall be laid, as soon as may be, after it is made, before the State Government.

### **Finin2min clause-by-clause decode**

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

## **Applicable Central Rules immediately below the provision**

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

## **Practical example**

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

## **Controls and evidence**

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

## **Consequence, remedy and limitation**

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

Mapped Rules: No direct Central Rule mapped in the repository concordance | Official source: [section 142](#).

## **Section 143: Repeal and Savings**

### **Current statutory text**

143. Repeal and Savings.—(1) The following enactments shall stand repealed the notification referred to in sub-section (2) of section 1 is issued, na

(a) The Factories Act, 1948 (63 of 1948);

(b) The Plantations Labour Act, 1951 (69 of 1951);

(c) The Mines Act, 1952 (35 of 1952);

(d) The Working Journalists and other Newspaper Employees (Conditions of Service and Miscellaneous Provisions) Act, 1955 (45 of 1955);

- (e) The Working Journalists (Fixation of Rates of Wages) Act, 1958
- (f) The Motor Transport Workers Act, 1961 (27 of 1961);
- (g) The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
- (h) The Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970)
- (i) The Sales Promotion Employees (Conditions of Service) Act, 1973
- (j) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979);
- (k) The Cine-Workers and Cinema Theatre Workers (Regulation of Employment and Conditions of Service) Act, 1981);
- (l) The Dock Workers (Safety, Health and Welfare) Act, 1986 (54 of 1986)
- (m) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996).

(2) Every Chief Inspector, Additional Chief Inspector, Joint Chief Inspector and every other officer appointed for the purposes under any of the enactments so repealed by this Code, shall be deemed to have been appointed under this Code.

(3) Notwithstanding repeal under sub-section (1), anything done or any enactment so repealed (including any rule, regulation, bye-laws, notification, order or direction made there under) shall be deemed to have been done or made under the provisions of this Code and shall remain in force to the extent they are not repealed by this Code till they are repealed by the Central Government.

(4) Without prejudice to the provisions of sub-section (2), provisions of the Indian Contract Act, 1872 (10 of 1872) shall apply to the repeal of such enactment.

## THE FIRST SCHEDULE

[See section 2(za)]

List of Industries involving hazardous processes:

1. Ferrous Metallurgical Industries
  - Integrated Iron and Steel
  - Ferro-alloys

- Special Steels.

## 2. Non-ferrous metallurgical Industries

- Primary Metallurgical Industries, namely, zinc, lead, copper, manganese

## 3. Foundries (ferrous and non-ferrous)

- Castings and forgings including cleaning or smoothening/roughening by sand blasting.

## 4. Coal (including coke) industries

- Coal, Lignite, Coke and like other substances

- Fuel Gases (including Coal Gas, Producer Gas, Water Gas).

## 5. Power Generating Industries.

## 6. Pulp and paper (including paper products) industries.

## 7. Fertiliser Industries

- Nitrogenous

- Phosphatic

- Mixed.

## 8. Cement Industries

- Portland Cement (including slag cement, pozzolona cement and their products)

## 9. Petroleum Industries

- Oil Refining

- Lubricating Oils and Greases.

## 10. Petro-chemical Industries.

## 11. Drugs and Pharmaceutical Industries

- Narcotics, Drugs and Pharmaceuticals.

## 12. Fermentation Industries (Distilleries and Breweries).

## 13. Rubber (Synthetic) Industries.

## 14. Paints and Pigment Industries.

15. Leather Tanning Industries.
16. Electro-plating Industries.
17. Chemical Industries.
  - (a) Coke Oven by-products and Coaltar Distillation products:
  - (b) Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, nitrous oxide, halogenated hydrocarbon, ozone, or any like
  - (c) Industrial Carbon;
  - (d) Alkalies and Acids;
  - (e) Chromates and dichromates;
  - (f) Lead and its compounds;
  - (g) Electrochemicals (metallic sodium, potassium and magnesium, ch peroxides);
  - (h) Electrothermal produces (artificial abrasive, calcium carbide)
  - (i) Nitrogenous compounds (cyanides, cyanamides and other nitrog
  - (j) Phosphorous and its compounds;
  - (k) Halogens and Halogenated compounds (Chlorine, Fluorine, Bromi
  - (l) Explosives (including industrial explosives and detonators a
18. Insecticides, Fungicides, Herbicides and other Pesticides Industries.
19. Synthetic Resin and plastics.
20. Man made Fibre (Cellulosic and non-cellulosic) industry.
21. Manufacture and repair of electrical accumulators.
22. Glass and Ceramics.
23. Grinding or glazing of metals.
24. Manufacture, handling and processing of asbestos and its products.
25. Extraction of oils and fats from vegetable and animal sources.
26. Manufacture, handling and use of benzene and substances containing
27. Manufacturing processes and operations involving carbon disulphide.

28. Dyes and Dyestuff including their intermediates.
29. Highly flammable liquids and gases.
30. Printing and dyeing on fabrics in textiles and plywood and laminate.
31. Process involving usage of radium or Radioactive Substances.
32. Stone Crushing industry.
33. Extraction of Oil and Raw material from the scrap tyres.
34. Cigarette manufacturing industry.
35. Ship breaking industry.
36. Hazardous waste and e-waste processing plants.
37. Semiconductor manufacturing industry.
38. Styrene manufacturing, handling and processing industry.
39. Nano-particles utilising industry.
40. Manufacturing, processing, preparation and utilisation of Mercury, Lead Tetra-ethyl, Manganese, Arsenic, Chrome, Aliphatic series, Benzene, Isocyanates.

## THE SECOND SCHEDULE

[See section 18(2)(f)]

List of matters:

- (1) fencing of machinery;
- (2) work on or near machinery in motion;
- (3) employment of adolescents on dangerous machines;
- (4) striking gear and devices for cutting off power;
- (5) self acting machines;
- (6) casing of new machinery;
- (7) prohibition of employment of women, children and adolescent near or

- (8) hoists and lifts;
- (9) lifting machines, chains, ropes and lifting tackles;
- (10) revolving machinery;
- (11) pressure plant;
- (12) floors, stairs and means of access;
- (13) pits, sumps, openings in floors and other similar indentation of
- (14) safety officers;
- (15) protection of eyes;
- (16) precautions against dangerous fumes, gases, etc.;
- (17) precautions regarding the use of portable electric light;
- (18) explosive or inflammable dust, gas, and other like dusts or gases
- (19) safety committee;
- (20) power to require specifications of defective parts or tests of st
- (21) safety of buildings and machinery;
- (22) maintenance of buildings;
- (23) prohibition in certain cases of danger;
- (24) notice in respect of accidents;
- (25) court of inquiry in case of accidents;
- (26) safety management in plantation;
- (27) the general requirement relating to the construction, equipments  
the safety of working places on shore, ship, dock, structure and other pla  
work is carried on;
- (28) the safety of any regular approaches over a dock, wharf, quay or  
dock worker have to use for going for work and for fencing of such places
- (29) the efficient lighting of all areas of dock, ship, any other vess  
working places where any dock work is carried on and of all approaches to  
which dock workers are required to go in the course of their employment;
- (30) adequate ventilation and suitable temperature in every building o  
where dock workers are employed;

(31) the fire and explosion preventions and protection;

(32) safe means of access to ships, holds, stagings, equipment, appliances and working places;

(33) the construction, maintenance and use of lifting and other cargo handling appliances and services, such as, pallets containing or supporting loads and provisions on them, if necessary;

(34) the safety of workers employed in freight container terminals of handling unitized cargo;

(35) the fencing of machinery, live electrical conductors, steam pipes and other openings;

(36) the construction, maintenance and use of staging;

(37) the rigging and use of ship's derricks;

(38) the testing, examination, inspection and certification as appropriate of chains and ropes and of slings and other lifting devices used in connection with cargo;

(39) the precautions to be taken to facilitate escape of workers when working in bins, hopper or the like or between decks of a hold while handling coal or other cargo;

(40) the measures to be taken in order to prevent dangerous methods of stacking, unstacking, stowing and unstowing of cargo or handling in connection with cargo;

(41) the handling of dangerous substances and working, in dangerous environments and the precautions to be taken in connection with such handling;

(42) the work in connection with cleaning, chipping, painting, operations and the precautions to be taken in connection with such work;

(43) the employment of persons for handling cargo, handling appliances, batch covers or other power operated ship's equipment such as, door in the retraceable car deck or similar equipment or to give signals to the driver;

(44) the transport of dock workers;

(45) the precautions to be taken to protect dock workers against harmful excessive noise, vibration and air pollution at the work place;

(46) protective equipment and protective clothing;

(47) the sanitary, washing and welfare facilities;

(48) the medical supervision;

(49) the ambulance rooms, first aid and rescue facilities and arrangements of dock workers to the nearest place of treatment;

(50) the investigation of occupational accidents, dangerous occurrence specifying such diseases and the forms of' notices, the persons and authorities to be furnished, the particulars to be contained in them and the time to be submitted;

(51) the submission of statement of accidents, man-days lost, volume of particulars of dock workers.

(52) the safe means of access to, and the safety of, any working place provision of suitable and sufficient scaffolding at various stages when work done from the ground or from any part of a building or from a ladder or support;

(53) the precautions to be taken in connection with the demolition of substantial part of a building or other structure under the supervision of the avoidance of danger from collapse of any building or other structure work part of the framed building or other structure by shoring or otherwise;

(54) the handling or use of explosive under the control of competent persons no exposure to the risk of injury from explosion or from flying material;

(55) the erection installation, use and maintenance of transporting equipment locomotives, trucks, wagons and other vehicles and trailers and appointment of persons to drive or operate such equipment;

(56) the erection, installation, use and maintenance of hoists, lifting gear including periodical testing and examination and heat treatment where precautions to be taken while raising or lowering loads, restrictions on use appointment of competent persons on hoists or other lifting appliances;

(57) the adequate and suitable lighting of every workplace and approach place where raising or lowering operations with the use of hoists, lifting gears are in progress and of all openings dangerous to building workers employed;

(58) the precautions to be taken to prevent inhalation of dust, fumes, during any grinding, cleaning, spraying or manipulation of any material and secure and maintain adequate ventilation of every working place or confined space;

(59) the measures to be taken during stacking or unstacking, stowing of materials or goods or handling in connection therewith;

(60) the safeguarding of machinery including the fencing of every fly-moving part of prime mover and every part of transmission or other machine such a position or of such construction as to be safe to every worker working operations and as if it were securely fenced;

(61) the safe handling and use of plant, including tools and equipment compressed air;

(62) the precaution to be taken in case of fire;

(63) the limits of weight to be lifted or moved by workers;

(64) the safe transport of workers to or from any workplace by water and means for rescue from drowning;

(65) the steps to be taken to prevent danger to workers from live electricity including electrical machinery and tools and from overhead wires;

(66) the keeping of safety nets, safety sheets and safety belts where circumstances of work render them necessary for the safety of the workers;

(67) the standards to be complied with regard to scaffolding, ladders, appliances, ropes, chains and accessories, earth moving equipment and floating equipments;

(68) the precautions to be taken with regard to pile driving, concrete, asphalt, tar or other similar things, insulation work, demolition of underground construction and handling materials;

(69) the safety policy, that is to say, a policy relating to steps to safety and health of the building workers, the administrative arrangements, matters connected therewith, to be framed by the employers and contractors to be carried on in a building or other construction work;

(70) emergency standards for enforcement of suitable standards in respect of processes in a factory;

(71) the maximum permissible threshold limits of exposure of chemical substances in manufacturing processes (whether hazardous or otherwise) in

(72) lightning; and

(73) any other matter which the Central Government considers under the better working condition for safety at the workplace.

### THE THIRD SCHEDULE

[See section 12(1)]

#### List of Notifiable Diseases:

1. Lead poisoning, including poisoning by any preparation or compound or its sequelae.

2. Lead-tetra-ethylene poisoning.

3. Phosphorus poisoning or its sequelae.

4. Mercury poisoning or its sequelae.
5. Manganese poisoning or its sequelae.
6. Arsenic poisoning or its sequelae.
7. Poisoning by nitrous fumes.
8. Carbon bisulphide poisoning.
9. Benzene poisoning, including poisoning by any of its homologues, the derivatives or its sequelae.
10. Chrome ulceration or its sequelae.
11. Anthrax.
12. Silicosis.
13. Poisoning by halogens or halogen derivatives of the hydrocarbons of
14. Pathological manifestations due to—
  - (a) radium or other radio-active substances;
  - (b) X-rays.
15. Primary epitheliomatous cancer of the skin.
16. Toxic anaemia.
17. Toxic jaundice due to poisonous substances.
18. Oil acne or dermatitis due to mineral oils and compounds containing
19. Byssionosis.
20. Asbestosis.
21. Occupational or contact dermatitis caused by direct contact with ch  
These are of two types, that is, primary irritants and allergic sensitizer
22. Noise induced hearing loss (exposure to high noise levels).
23. Beriyllium poisoning.
24. Carbon monoxide poisoning.
25. Coal miners' pneumoconiosis.
26. Phosgene poisoning.

27. Occupational cancer.
28. Isocyanates poisoning.
29. Toxic nephritis.

#### STATEMENT OF OBJECTS AND REASONS

The Second National Commission on Labour, which submitted its report recommended that the existing set of labour laws should be broadly amalgamated into five groups, namely:—

- (a) industrial relations;
- (b) wages;
- (c) social security;
- (d) safety; and
- (e) welfare and working conditions.

2. In pursuance of the recommendations of the said Commission and the tripartite meeting comprising of the Government, employers' and industry representatives, the Government decided to bring the Occupational Safety, Health and Working Conditions Code, 1980. The said legislation intends to amalgamate, simplify and rationalise the relevant provisions of the thirteen Central labour enactments relating to occupation, safety, health and welfare of workers, namely:—

1. The Factories Act, 1948;
2. The Plantations Labour Act, 1951;
3. The Mines Act, 1952;
4. The Working Journalists and other Newspaper Employees (Conditions of Service and Miscellaneous Provisions) Act, 1955;
5. The Working Journalists (Fixation of Rates of Wages) Act, 1958;
6. The Motor Transport Workers Act, 1961;
7. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966;
8. The Contract Labour (Regulation and Abolition) Act, 1970;
9. The Sales Promotion Employees (Condition of Service) Act, 1976;

10. The Inter-State Migrant workmen (Regulation of Employment and Conditions of Service) Act, 1979;

11. The Cine Workers and Cinema Theatre Workers Act, 1981;

12. The Dock Workers (Safety, Health and Welfare) Act, 1986; and

13. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

3. In the light of above, the Occupational Safety, Health and Working Conditions Code, 2020 was introduced in Lok Sabha on the 23rd day of July, 2019 and the same was referred to the related Parliamentary Standing Committee on Labour. The said Committee recommended certain substantive modifications to the said Code. In addition to the said modifications, the Government of India has decided to withdraw pending the Occupational Safety, Health and Working Conditions Code, 2019 and to introduce the Occupational Safety, Health and Working Conditions Code, 2020. The proposed Code simplifies, amalgamates and rationalises the provisions of the existing enactments with certain important changes which, inter alia, are as under:

(i) to impart flexibility in adapting technological changes and to provide for measures relating to health, safety, welfare and working conditions of workers;

(ii) to apply the provisions of the proposed Code for all establishments employing ten or more workers, other than the establishments relating to mines and docks;

(iii) to provide the concept of "one registration" for all establishments employing ten or more employees. However, for the applicability of all other provisions of the Code except registration, the threshold has been fixed twenty workers in a firm or establishment (without power);

(iv) to include the journalist working in electronic media such as radio or in other media in the definition of "working journalists";

(v) to provide for issuing of appointment letter mandatorily by the employer to promote formalisation in employment;

(vi) to provide free of cost annual health check-ups for employees or certain class of establishments by which it would be possible to detect health issues for effective and proper treatment of the employees;

(vii) to make the provisions relating to Inter-State Migrant Workers in an establishment in which ten or more migrant workers are employed or were employed in the preceding twelve months and also provide that a Inter-State Migrant Worker shall be registered as Inter-State Migrant Worker on the portal on the basis of self-declaration;

(viii) an Inter-State Migrant Worker has been provided with the portability of benefits from the destination State in respect of ration and availing benefits of building societies, worker cess;

(ix) to constitute the National Occupational Safety and Health Authority;

recommendations to the Central Government on policy matters, relating to health and working conditions of workers;

(x) to constitute the State Occupational Safety and Health Advisory Board to advise the State Government on such matters arising out of the administration of the Code;

(xi) to make a provision for the constitution of Safety Committees in the Central Government in any establishment or class of establishments;

(xii) to employ women in all establishments for all types of work, that is, beyond 7 PM and before 6 AM subject to the conditions relating to hours and their consent;

(xiii) to make provision of "common license" for factory, contract establishments and to introduce the concept of a single all India license to engage the contract labour;

(xv) to provide overriding powers to the Central Government to regulate the health of persons residing in whole or part of India in the event of declaration of pandemic or disaster;

(xvi) to make provision for Social Security Fund for the welfare of workers;

(xvii) to make provision for adjudging the penalties imposed under the Code.

4. The notes on clause explain in detail the various provisions contained in the Code.

5. The Code seeks to achieve the aforesaid objectives.

SANTOSH KUMAR GANGWAR.

NEW DELHI;

The 14th September, 2020.

## **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 1: Rule 1 — Short title and commencement**

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 1 | Official source: [section 143](#).

# Rules, forms, registers, portals and due dates

| Rule Subject                                                                             | Text/control status       |
|------------------------------------------------------------------------------------------|---------------------------|
| 87 Rule 87 — Form and manner of application for contractor license                       | Source-controlled mapping |
| 88 Rule 88 — Single Licence for Contractor in more than one States or for whole of India | Source-controlled mapping |
| 89 Rule 89 — Forms, terms and conditions of licence                                      | Source-controlled mapping |
| 90 Rule 90 — Procedure for issue of licence                                              | Source-controlled mapping |
| 96 Rule 96 — Amendment of Licence                                                        | Source-controlled mapping |
| 184 Rule 184 — Grievance redressal mechanism for contract labour                         | Source-controlled mapping |
| 185 Rule 185 — Annual increment of regular worker of a contractor                        | Source-controlled mapping |
| 1 Rule 1 — Short title and commencement                                                  | 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

Factories Act, 1948

Plantations Labour Act,  
1951

Mines Act, 1952

Working Journalists  
laws

Motor Transport  
Workers Act, 1961

Beedi and Cigar  
Workers Act, 1966

Contract Labour Act,  
1970

Inter-State Migrant  
Workmen Act, 1979

Cine-Workers Act, 1981

Dock Workers Act, 1986

BOCW Act, 1996

### Transition control

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

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

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# Practical calculations and control file

## Calculation sequence

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

## Three-owner sign-off

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

## Binding and highly relevant case-law principles

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

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

## State-law variation alerts

- Confirm whether the Central or State Government is the appropriate Government.

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

## **Practical transaction application**

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

## **Authority, consent and execution controls**

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

## **Stamp duty and registration alerts**

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

## **Evidence and document-retention checklist**

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

## **Performance, delivery and payment controls**

Use pre-mobilisation gates for registration, licence, competency, medical fitness, training, PPE, welfare and emergency readiness. Link contractor invoices to

attendance, wage payment, contribution proof, safety records and incident closure.

## **Breach, loss, mitigation and remedy framework**

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

## **Limitation and forum controls**

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

## **Arbitration and mediation interface**

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

## **Company, partnership, GST and tax overlays**

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

## **Finin2min Q&A**

Which law and version should be applied?

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

How is the appropriate Government identified?

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

Can a company policy override the statutory protection?

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

What evidence should be retained?

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

Do the Central Rules apply to every establishment?

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

How should a historical event be tested?

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

What happens when portal practice conflicts with the statute?

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

Can criminal and monetary consequences arise together?

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

Is a contractor arrangement enough to shift liability?

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

What is the first professional review step?

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

What is the operational focus of section 116 - Delegation of powers?

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 117 - Onus as to age?

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 118 - Onus of proving limits of what is practicable, 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 119 - Common licence for contractor, factories and to industrial premises, 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 120 - Effect of law and agreements inconsistent with Code?

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 121 - Power of appropriate Government to direct inquiry in certain cases?

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 122 - Publication of reports?

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 123 - Powers of Central Government to give directions?

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.

[← Previous: Audio-visual workers](#)[Next: Beedi and cigar →](#)

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