

Finin2min

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Labour & Manpower Law Publication Series

Chapter II - Social Security Organisations

Code on Social Security, 2020 | Detailed statutory, Rule, compliance, remedy and evidence guide.

Review date: 2026-07-18 Authors: CA Nikhil Gupta & Kajri Singh Sections: 4-13 Central Rules mapped: 7 Local source-hashed Act text + linked Rules and implementation analysis

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Code on Social Security, 2020 Social Security Organisations 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 social security organisations into an operational control file. It covers Constitution of Board of Trustees of Employees' Provident Fund, Constitution of Employees' State Insurance Corporation, National Social Security Board and State Unorganised Workers' Board, Constitution of State Building Workers' Welfare Boards; the practical sequence is to classify coverage and event

Chapter II - Social Security Organisations

FININ2MIN LEGAL FLOW

Code on Social Security, 2020 — Social Security Organisations



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 II - Social Security Organisations

Finin2min implementation explanation

Maintain a controlled implementation file for Chapter II - Social Security Organisations: 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.

date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Employers, employees, unorganised workers, gig/platform workers, beneficiaries and social-security authorities must identify the applicable chapter, establishment threshold and scheme.

Main obligations and rights

- Section 4: Constitution of Board of Trustees of Employees' Provident Fund
- Section 5: Constitution of Employees' State Insurance Corporation
- Section 6: National Social Security Board and State Unorganised Workers' Board
- Section 7: Constitution of State Building Workers' Welfare Boards
- Section 8: Disqualification and removal of a member of any Social Security Organisation
- Section 9: Procedure for transaction of business of Social Security Organisation, etc.

Key thresholds and timelines

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

Forms, registers and evidence

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

Employer risk snapshot

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

Employee/worker remedy snapshot

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

Old law / transition

Map the event date and savings position against: Employees' Compensation Act, 1923; Employees' State Insurance Act, 1948; EPF and MP Act, 1952; Employment Exchanges Act, 1959; Maternity Benefit 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 social security organisations, 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 4	Constitution of Board of Trustees of Employees' Provident Fund	Trigger, linked Rule/form, evidence, consequence and remedy
Section 5	Constitution of Employees' State Insurance Corporation	Trigger, linked Rule/form, evidence, consequence and remedy
Section 6	National Social Security Board and State Unorganised Workers' Board	Trigger, linked Rule/form, evidence, consequence and remedy
Section 7	Constitution of State Building Workers' Welfare Boards	Trigger, linked Rule/form, evidence, consequence and remedy
Section 8	Disqualification and removal of a member of any Social Security Organisation	Trigger, linked Rule/form, evidence, consequence and remedy

Provision	Subject	Implementation focus
Section 9	Procedure for transaction of business of Social Security Organisation, etc.	Trigger, linked Rule/form, evidence, consequence and remedy
Section 10	Executive Heads of Central Board and Corporation	Trigger, linked Rule/form, evidence, consequence and remedy
Section 11	Supersession of Corporation, Central Board, National Social Security Board or State Unorganised Workers' Board or the Building Workers' Welfare Board	Trigger, linked Rule/form, evidence, consequence and remedy
Section 12	State Board, Regional Boards, local committees, etc.	Trigger, linked Rule/form, evidence, consequence and remedy
Section 13	Entrustment of additional functions to Social Security Organisations	Trigger, linked Rule/form, evidence, consequence and remedy

Section 4: Constitution of Board of Trustees of Employees' Provident Fund

Current statutory text

4. Constitution of Board of Trustees of Employees' Provident Fund.—(1) The may, by notification, constitute, with effect from such date as may be spe of the Employees' Provident Fund to be called the Central Board, for the p provisions of this Code relating to that Chapter, for the administration o manner as may be prescribed by the Central Government, consisting of the f

(a) a Chairperson and a Vice-Chairperson to be appointed by the Cen

(b) not more than five persons appointed by the Central Government

(c) not more than fifteen persons representing Governments of such may specify in this behalf, to be appointed by the Central Government;

(d) ten persons representing employers of the establishments to whi section (1) of section 15 applies, to be appointed by the Central Gover organisations of employers as may be recognised by the Central Governme

(e) ten persons representing employees in the establishments to whi section (1) of section 15 applies, who shall be appointed by the Centra with such organisations of employees as may be recognised by that Gover

(f) the Central Provident Fund Commissioner, ex officio.

(2) The Central Board shall be a body corporate by the name of Board of Provident Fund, having perpetual succession and a common seal and shall be sued.

(3) The Central Government may, by notification, constitute, with effect specified therein, an Executive Committee from amongst the members of the Central Board in performance of its functions in such manner as may be prescribed by the Central Government.

(4) The Central Board may, by order, constitute one or more committees specified in the order to assist it in the discharge of its functions.

(5) The Central Board may, by order, delegate to its Chairperson or to any of its officers and a State Board constituted under section 12 may, by order to any of its officers, subject to such conditions and limitations, if any, such of its powers and functions under this Code as it may deem necessary for the schemes referred to in sub-section (1) of section 15.

(6) The terms and conditions, including tenure of office, subject to which the Central Board and Executive Committee shall discharge their respective duties may be prescribed by the Central Government:

Provided that a member of the Central Board shall, notwithstanding the expiry of his term of office, continue to hold office until his successor is appointed.

(7) The Central Board, apart from the functions specified in this Code, may perform such other functions in such manner as may be prescribed by the Central Government.

Finin2min clause-by-clause decode

1. Legal test 1
2. This section allocates legal responsibility for constitution of board of trustees of employees' provident fund within the Social Security Organisations Chapter.
3. Legal test 2
4. Identify the statutory trigger, person obligated, authority, timing, exceptions and documentary output before applying the provision.
5. Legal test 3
6. Read every subsection, proviso, explanation and linked Schedule in the official text; the heading alone is not the legal test.
7. Implementation control
8. Trigger
9. Document the facts that activate section 4: constitution of board of trustees of employees' provident fund.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 6: Rule 6 — Administration of funds vested in Central Board

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

Central Rule 7: Rule 7 — Executive Committee

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

Central Rule 11: Rule 11 — Meetings, notice of meetings, list of business and quorum

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

Central Rule 12: Rule 12 — Reconstitution of Corporation, Central Board, National Social Security Board, State Unorganised Workers' Board, Building Workers' Welfare Board or any of the Committees

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 6, Rule 7, Rule 11, Rule 12 | Official source: [section 4](#).

Section 5: Constitution of Employees' State Insurance Corporation

Current statutory text

5. Constitution of Employees' State Insurance Corporation.— (1) The Central Government, by notification, constitute with effect from such date as may be specified therein a Corporation to be called the Corporation, for the purposes of Chapter IV of this Code relating to that Chapter and the administration thereof, in such manner as may be specified in the notification, consisting of the following members, namely:—

- (a) a Chairperson to be appointed by the Central Government;
- (b) a Vice-Chairperson to be appointed by the Central Government;
- (c) not more than five persons to be appointed by the Central Government;
- (d) one person representing each of such States in such manner, as may be specified in the notification, by the Central Government;
- (e) one person to be appointed by the Central Government to represent the employers;
- (f) ten persons representing employers to be appointed by the Central Government with such organisations of employers as may be recognised for the purposes of this Code;
- (g) ten persons representing employees to be appointed by the Central Government with such organisations of employees as may be recognised for the purposes of this Code;
- (h) two persons representing the medical profession to be appointed by the Central Government in consultation with such organisations of medical practitioners as may be specified in the notification;
- (i) three members of Parliament of whom two shall be members of the Lok Sabha and one shall be a member of the Council of States (Rajya Sabha) and one member of the House of the People and the members of the Council of States;
- (j) the Director General of the Corporation, ex officio.

(2) The Corporation shall be a body corporate by the name of Employees' State Insurance Corporation.

having perpetual succession and a common seal and shall by the said name s

(3) The Central Government may, by notification, constitute, with effect specified therein, a Standing Committee from amongst the members of the Co as may be prescribed by the Central Government.

(4) Subject to the general superintendence and control of the Corporati

(a) shall administer the affairs of the Corporation and may exercise any of the functions of the Corporation in such manner as may be prescr

(b) shall submit for the consideration and decision of the Corporat may be specified in the regulations made in this behalf; and

(c) may, in its discretion, submit any other case or matter for the

(5) (a) The Central Government may, by notification, constitute, with effect specified therein, a Medical Benefit Committee of such composition as may the Corporation and the Standing Committee in performance of its functions medical benefits.

(b) the Medical Benefit Committee shall perform such duties and exercise prescribed by the Central Government.

(6) The Corporation may, by order, constitute one or more committees of specified in the regulations to assist it in the discharge of its function

(7) The terms and conditions, including tenure of office, subject to wh and Standing Committee shall discharge their respective duties may be such Central Government:

Provided that a member of the Corporation shall, notwithstanding the ex continue to hold office until his successor is appointed.

Finin2min clause-by-clause decode

1. Legal test 1
2. This section allocates legal responsibility for constitution of employees' state insurance corporation within the Social Security Organisations Chapter.
3. Legal test 2
4. Identify the statutory trigger, person obligated, authority, timing, exceptions and documentary output before applying the provision.
5. Legal test 3
6. Read every subsection, proviso, explanation and linked Schedule in the official text; the heading alone is not the legal test.
7. Implementation control
8. Trigger
9. Document the facts that activate section 5: constitution of employees' state insurance corporation.

10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 8: Rule 8 — The Employees' State Insurance Corporation, Standing Committee and Medical Benefit Committee

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

Central Rule 11: Rule 11 — Meetings, notice of meetings, list of business and quorum

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

Central Rule 12: Rule 12 — Reconstitution of Corporation, Central Board, National Social Security Board, State Unorganised Workers' Board, Building Workers' Welfare Board or any of the Committees

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

Practical example

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

Controls and evidence

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

Consequence, remedy and limitation

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

Section 6: National Social Security Board and State Unorganised Workers' Board

Current statutory text

6. National Social Security Board and State Unorganised Workers' Board.—(1) Government shall, by notification, constitute a National Social Security Board to exercise the powers conferred on, and to perform the functions assigned to it in the manner as may be prescribed by the Central Government.

(2) The National Social Security Board shall consist of the following members:

- (a) Union Minister for Labour and Employment as Chairperson;
- (b) Secretary, Ministry of Labour and Employment as Vice-Chairperson;
- (c) forty members to be nominated by the Central Government, out of which:
 - (i) seven members representing unorganised sector workers;
 - (ii) seven members representing employers of unorganised sector;
 - (iii) seven members representing eminent persons from civil society;
 - (iv) two members representing the Lok Sabha and one from the Rajya Sabha;
 - (v) ten members representing Central Government Ministries and Departments;
 - (vi) five members representing State Governments;
 - (vii) one member representing the Union territories; and

(d) the Director General Labour Welfare, as Member-Secretary, ex officio.

(3) All members except Chairperson of the National Social Security Board shall be persons of eminence in the fields of labour welfare, management, finance, or other related fields.

(4) The manner in which members shall be nominated from each of the categories (a) to (c) of sub-section (2), the term of office and other conditions of service to be followed in the discharge of their functions by, and the manner of filling the vacancies in the National Social Security Board shall be such as may be prescribed by the Central Government.

Provided that adequate representation shall be given to persons belonging to Scheduled Tribes, the minorities and women.

(5) The term of the National Social Security Board shall be three years.

(6) The National Social Security Board shall meet at least thrice a year and shall observe such rules of procedure relating to the transaction of business as may be prescribed by the Central Government.

(7) The National Social Security Board shall perform the following functions:

(a) recommend to the Central Government for framing suitable schemes for unorganised workers, gig workers and platform workers;

(b) advise the Central Government on such matters arising out of the administration of this Code as may be referred to it;

(c) monitor such social welfare schemes for unorganised workers, gig workers and platform workers as are administered by the Central Government;

(d) review the record keeping functions performed at the State level;

(e) review the expenditure from the fund and account; and

(f) undertake such other functions as are assigned to it by the Central Government.

(8) The Central Government may, by notification, constitute with effect from such date as may be specified therein one or more advisory committees to advise the Central Government on such matters arising out of the administration of this Code relating to unorganised workers as may be referred to it. The Central Government may refer to it for advice.

(9) Every State Government shall, by notification, constitute a State Board (State Unorganised Workers' Social Security Board) to exercise the powers and perform the functions assigned to, it under this Code, in such manner as may be prescribed.

(10) Every State Unorganised Workers' Board shall consist of the following members:

(a) Minister of Labour and Employment of the concerned State as Chairperson;

(b) Principal Secretary or Secretary (Labour) as Vice-Chairperson;

(c) one member representing the Central Government in the Ministry of Labour and Employment;

(d) thirty-one members to be nominated by the State Government, out of which:

(i) seven representing the unorganised workers;

(ii) seven representing employers of unorganised workers;

(iii) two members representing the Legislative Assembly of the State;

(iv) five members representing eminent persons from civil society;

(v) ten members representing the State Government Departments concerned with labour and employment.

(e) Member-Secretary as notified by the State Government.

(11) All members except Chairperson of the State Unorganised Workers' Board shall be persons of eminence in the fields of labour welfare, management, finance, and other fields of public life.

(12) The manner in which members shall be nominated from each of the categories specified in sub-section (10), the term of office and other conditions of service to be followed in the discharge of their functions by, and the manner of filling the vacancies in the State Unorganised Workers' Board shall be such as may be prescribed by the State Government.

Provided that adequate representation shall be given to persons belonging to Scheduled Tribes, the minorities and women.

(13) The term of the State Unorganised Workers' Board shall be three years.

(14) The State Unorganised Workers' Board shall meet at least once in a year and shall observe such rules of procedure relating to the transaction of business as may be prescribed by the State Government.

(15) The State Board shall perform the following functions, namely:—

(a) recommend the State Government for framing suitable schemes for the welfare of unorganised sector workers;

(b) advise the State Government on such matters arising out of the functions of the Board as may be referred to it;

(c) monitor such social welfare schemes for unorganised workers as may be sanctioned by the State Government;

(d) review the record keeping functions performed at the district level;

(e) review the progress of registration and issue of cards to unorganised workers;

(f) review the expenditure from the funds under various schemes; and

(g) undertake such other functions as are assigned to it by the State Government.

(16) The State Government may, by notification, constitute with effect from the date specified therein, one or more advisory committee to advise the State Government on matters relating to the administration of this Code relating to unorganised workers and the State Government may refer to it for advice.

Finin2min clause-by-clause decode

1. Legal test 1

2. This section allocates legal responsibility for national social security board and state unorganised workers' board within the Social Security Organisations Chapter.

3. Legal test 2
4. Identify the statutory trigger, person obligated, authority, timing, exceptions and documentary output before applying the provision.
5. Legal test 3
6. Read every subsection, proviso, explanation and linked Schedule in the official text; the heading alone is not the legal test.
7. Implementation control
8. Trigger
9. Document the facts that activate section 6: national social security board and state unorganised workers' board.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 9: Rule 9 — National Social Security Board

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

Central Rule 10: Rule 10 — Other welfare measures and facilities

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

Central Rule 11: Rule 11 — Meetings, notice of meetings, list of business and quorum

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

Central Rule 12: Rule 12 — Reconstitution of Corporation, Central Board, National Social Security Board, State Unorganised Workers' Board, Building Workers' Welfare Board or any of the Committees

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

Practical example

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

Controls and evidence

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

Consequence, remedy and limitation

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

Mapped Rules: Rule 9, Rule 10, Rule 11, Rule 12 | Official source: [section 6](#).

Section 7: Constitution of State Building Workers' Welfare Boards

Current statutory text

7. Constitution of State Building Workers' Welfare Boards.—(1) Every State with effect from such date as it may, by notification, appoint, constitute the.....(name of the State) Building and Other Construction Workers' Welfare Board, and shall confer on it, and perform the functions assigned to, it under this

(2) The Building Workers' Welfare Board shall be a body corporate by perpetual succession and a common seal and shall by the said name sue and

(3) The Building Workers' Welfare Board shall consist of a chairperson Government, one member to be nominated by the Central Government and such not exceeding fifteen, as may be appointed to it by the State Government:

Provided that the Building Workers' Welfare Board shall include an equal representation of the State Government, the employers and the building workers of the Board shall be a woman.

(4) The terms and conditions of appointment and the salaries and other chairperson and the other members of the Building Workers' Welfare Board, casual vacancies of the members of the Building Workers' Welfare Board, shall be prescribed by the State Government.

(5) (a) The Building Workers' Welfare Board shall appoint a Secretary as it considers necessary for the efficient discharge of its functions and

(b) The Secretary of the Building Workers' Welfare Board shall be its c

(c) The terms and conditions of appointment and the salary and allowance of the other officers and employees of the Building Workers' Welfare Board shall be determined by the State Government.

(6) The Building Workers' Welfare Board shall perform the following functions:

(a) provide death and disability benefits to a beneficiary or his dependants;

(b) make payment of pension to the beneficiaries who have completed the prescribed period of service;

(c) pay such amount in connection with premium for Group Insurance as may be prescribed by the appropriate Government;

(d) frame educational schemes for the benefit of children of the beneficiaries as may be prescribed by the appropriate Government;

(e) meet such medical expenses for treatment of major ailments of a beneficiary as may be prescribed by the appropriate Government;

(f) make payment of maternity benefit to the beneficiaries;

(g) frame skill development and awareness schemes for the beneficiaries;

(h) provide transit accommodation or hostel facility to the beneficiaries;

(i) formulate any other welfare scheme for the building workers as may be prescribed by the appropriate Government in concurrence with the Central Government; and

(j) make provision and improvement of such other welfare measures as may be prescribed by the Central Government.

(7) The State Government may, by notification, constitute with effect from the date of notification a committee to advise the State Government upon the administration of this Code relating to building workers and such other matters as may refer to it for advice.

Finin2min clause-by-clause decode

1. Legal test 1
2. This section allocates legal responsibility for constitution of state building workers' welfare boards within the Social Security Organisations Chapter.
3. Legal test 2
4. Identify the statutory trigger, person obligated, authority, timing, exceptions and documentary output before applying the provision.
5. Legal test 3
6. Read every subsection, proviso, explanation and linked Schedule in the official text; the heading alone is not the legal test.

7. Implementation control
8. Trigger
9. Document the facts that activate section 7: constitution of state building workers' welfare boards.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 10: Rule 10 — Other welfare measures and facilities

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

Central Rule 11: Rule 11 — Meetings, notice of meetings, list of business and quorum

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

Central Rule 12: Rule 12 — Reconstitution of Corporation, Central Board, National Social Security Board, State Unorganised Workers' Board, Building Workers' Welfare Board or any of the Committees

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

Practical example

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

Controls and evidence

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

Consequence, remedy and limitation

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

Mapped Rules: Rule 10, Rule 11, Rule 12 | Official source: [section 7](#).

Section 8: Disqualification and removal of a member of any Social Security Organisation

Current statutory text

8. Disqualification and removal of a member of any Social Security Organisation shall be chosen as, or continue to be, a member of a Social Security Organisation who,—

- (a) is or at any time has been adjudged an insolvent; or
- (b) is found to be a lunatic or becomes of unsound mind; or
- (c) is or has been convicted of any offence involving moral turpitude; or
- (d) is an employer in an establishment and has defaulted in the payment of any tax; or
- (e) is a member of a Social Security Organisation being a member of a State Legislative Assembly, when he ceases to be such member of the Parliament, as the case may be; or
- (f) is a member of Social Security Organisation being a member of State Legislative Assembly, and he becomes a—
 - (i) Minister of Central or State Government; or
 - (ii) Speaker or Deputy Speaker of House of the People or a State Legislative Assembly; or
 - (iii) Deputy Chairman of the Council of States.

By Corrigenda Dated 29-9-2020

Explanation 1.—If any question arises whether any person is disqualified, the question shall be referred to the appropriate Government and the decision of the appropriate Government shall be final.

Explanation 2.—Clause (f) shall not apply in case of persons who are members of Social Security Organisation ex officio, by virtue of being a Minister.

(2) The Central Government, in case of the Central Board, the Corporation Security Board and the State Government in case of the State Unorganised Workers' Welfare Board, may remove any member of such Social Security Organisation who,—

(a) is or has become subject to any of the disqualifications mentioned in clause (1); or

(b) is absent without leave of the Social Security Organisation of more than three consecutive meetings of the Social Security Organisation or

(c) in the opinion of such Government, has so abused the position of a member's continuation in the office detrimental to the public interest as to continue as such member in the opinion of such Government:

Provided that no person shall be removed under clauses (b) and (c), unless he is given an opportunity to show cause as to why he should not be removed:

Provided further that a member of the Executive Committee of the Central Board or the Committee of the Corporation shall cease to hold office if he ceases to be a member of the Board or the Corporation, as the case may be.

(3) Any member of a Social Security Organisation or a Committee thereof who resigns from his office in writing under his hand addressed to the Central Government or the State Government, as the case may be, which had made his appointment and on acceptance of such resignation his office shall become vacant.

(4) If in a Social Security Organisation or a Committee thereof, the Central Government or the State Government, as the case may be, is of the opinion that—

(a) any member thereof representing employers or the employees or the Government, as the case may be, ceases to adequately represent so; or

(b) any member thereof representing to be an expert in a specified field does not possess sufficient expertise in that area; or

(c) having regard to exigencies of circumstances or services in such field, a member representing such Government cannot continue to represent the Government:

then, such Government may, by order, remove such member from his office:

Provided that no person shall be removed under clause (a) or clause (b), unless he is given an opportunity to show cause as to why he should not be removed.

(5) If any member of a Social Security Organisation or a Committee thereof is a director of a company and who as such director, has any direct or indirect pecuniary interest in any matter for consideration of the Social Security Organisation or a Committee thereof, which it may be possible after such fact of interest has come to his knowledge, disclose such interest, such disclosure shall be recorded in the proceedings of the Social Security Organisation or the Committee thereof, as the case may be, and such member, thereafter, shall not take part in the proceedings of the Social Security Organisation, or a Committee thereof relating to that matter.

Finin2min clause-by-clause decode

1. Legal test 1
2. This section allocates legal responsibility for disqualification and removal of a member of any social security organisation within the Social Security Organisations Chapter.
3. Legal test 2
4. Identify the statutory trigger, person obligated, authority, timing, exceptions and documentary output before applying the provision.
5. Legal test 3
6. Read every subsection, proviso, explanation and linked Schedule in the official text; the heading alone is not the legal test.
7. Implementation control
8. Trigger
9. Document the facts that activate section 8: disqualification and removal of a member of any social security organisation.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

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

Practical example

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

Controls and evidence

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

Consequence, remedy and limitation

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

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

Section 9: Procedure for transaction of business of Social Security Organisation, etc.

Current statutory text

9. Procedure for transaction of business of Social Security Organisation, Organisation or any Committee thereof shall meet at such intervals and observe the transaction of business at its meetings (including the quorum at such meetings) as may be prescribed by the Central Government.

(2) All orders and decisions of the Social Security Organisation shall be authenticated by the signature of such officer as may be notified by the appropriate Government and all other instruments issued by the Social Security Organisation shall be authenticated by the signature of such officer as may be notified by the appropriate Government.

(3) No act done or proceeding taken by a Social Security Organisation shall be questioned on the ground merely of the existence of any vacancy in, or the Social Security Organisation or the Committee thereof, as the case may be.

(4) Such members of a Social Security Organisation or any Committee thereof shall be entitled to such fee and allowances as may be prescribed by the Central Government.

Finin2min clause-by-clause decode

1. Legal test 1
2. This section allocates legal responsibility for procedure for transaction of business of social security organisation, etc. within the Social Security Organisations Chapter.
3. Legal test 2
4. Identify the statutory trigger, person obligated, authority, timing, exceptions and documentary output before applying the provision.
5. Legal test 3
6. Read every subsection, proviso, explanation and linked Schedule in the official text; the heading alone is not the legal test.
7. Implementation control
8. Trigger
9. Document the facts that activate section 9: procedure for transaction of business of social security organisation, etc..
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

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

Practical example

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

Controls and evidence

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

Consequence, remedy and limitation

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

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

Section 10: Executive Heads of Central Board and Corporation

Current statutory text

10. Executive Heads of Central Board and Corporation.—The Central Pro Commissioner and the Director General shall be the whole-time officer of the Corporation, respectively, and such officer shall not undertake any work without the prior approval of the Central Government.

Finin2min clause-by-clause decode

1. Legal test 1

2. This section allocates legal responsibility for executive heads of central board and corporation within the Social Security Organisations Chapter.
3. Legal test 2
4. Identify the statutory trigger, person obligated, authority, timing, exceptions and documentary output before applying the provision.
5. Legal test 3
6. Read every subsection, proviso, explanation and linked Schedule in the official text; the heading alone is not the legal test.
7. Implementation control
8. Trigger
9. Document the facts that activate section 10: executive heads of central board and corporation.
10. Coverage and jurisdiction

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 10](#).

Section 11: Supersession of Corporation, Central Board, National Social Security Board or State Unorganised Workers' Board or the Building Workers' Welfare Board

Current statutory text

11. Supersession of Corporation, Central Board National Social Security Board or the Building Workers' Welfare Board.— (1) If the Government in case of the Central Board, the Corporation or the National Social Security Board, in case of the State Unorganised Workers' Board or the Building Workers' Welfare Board, is of the opinion that the Corporation or the Central Board or the State Unorganised Workers' Board or the Building Workers' Welfare Board thereof, as the case may be, is unable to perform its functions, or, has failed to discharge of its functions or has exceeded or abused its powers or jurisdiction, by notification, supersede the Corporation or the Central Board or the National Social Security Board or the State Unorganised Workers' Board or the Building Workers' Welfare Board thereof, as the case may be, and reconstitute it in such manner as may be approved by the Government:

Provided that, before issuing a notification under this sub-section, the Government herein, such Government shall give an opportunity to the Corporation or the Central Board or the National Social Security Board or the State Unorganised Workers' Board or the Building Workers' Welfare Board or any Committee thereof, as the case may be, to show cause as to why it should not be superseded. The Government shall consider the explanations and objections raised by it and take appropriate action thereon.

(2) After the supersession of the Corporation, or the Central Board or the National Social Security Board, the State Unorganised Workers' Board or the Building Workers' Welfare Board or any Committee thereof, as the case may be, and until it is reconstituted, the Government, as the case may be, shall make such alternate arrangements for the carrying out of the relevant provisions of this Code, as may be prescribed by the Central Government.

(3) The Central Government or the State Government, as the case may be, shall cause to be printed and published any action taken by it under this section and the circumstances leading to such action. The Central Government shall cause to be printed and published any action taken by it under this section and the circumstances leading to such action in the House of Parliament or the State Legislature, as the case may be, at the earliest opportunity, not later than three months from the date of the notification of supersession.

Finin2min clause-by-clause decode

1. Legal test 1
2. This section allocates legal responsibility for supersession of corporation, central board, national social security board or state unorganised workers' board or the building workers' welfare board within the Social Security Organisations Chapter.
3. Legal test 2
4. Identify the statutory trigger, person obligated, authority, timing, exceptions and documentary output before applying the provision.

5. Legal test 3
6. Read every subsection, proviso, explanation and linked Schedule in the official text; the heading alone is not the legal test.
7. Implementation control
8. Trigger
9. Document the facts that activate section 11: supersession of corporation, central board, national social security board or state unorganised workers' board or the building workers' welfare board.
10. Coverage and jurisdiction

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 11](#).

Section 12: State Board, Regional Boards, local committees, etc.

Current statutory text

12. State Board, Regional Boards, local committees etc.— (1) The Central Government, by notification,—

(i) after consultation with the Government of any State, constitute a State Board (hereinafter in this Code referred to as a State Board) which shall exercise such functions as may be assigned by notification, to it by the Central Government;

(ii) specify the manner of constitution of a State Board, the terms of office of its members and the procedure of its meeting and other proceedings.

(2) The Corporation may, by order, appoint Regional Boards and local committees in such manner to perform such functions and to exercise such powers as may be assigned to them by the Central Government.

Finin2min clause-by-clause decode

1. Legal test 1
2. This section allocates legal responsibility for state board, regional boards, local committees, etc. within the Social Security Organisations Chapter.
3. Legal test 2
4. Identify the statutory trigger, person obligated, authority, timing, exceptions and documentary output before applying the provision.
5. Legal test 3
6. Read every subsection, proviso, explanation and linked Schedule in the official text; the heading alone is not the legal test.
7. Implementation control
8. Trigger
9. Document the facts that activate section 12: state board, regional boards, local committees, etc..
10. Coverage and jurisdiction

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 12](#).

Section 13: Entrustment of additional functions to Social Security Organisations

Current statutory text

13. Entrustment of additional functions to Social Security Organisations.— anything contained in this Code, the Central Government may, by notification

(i) assign additional functions to a Social Security Organisation under any other Act or scheme relating to social security subject to such provisions as may be made in behalf in the notification:

Provided that while the additional function of administering the Act is assigned under this clause to a Social Security Organisation, the officer or authority to whom such function has been assigned, shall exercise the powers under the Act in discharging such function in the manner as may be specified in the notification:

Provided further that the Social Security Organisations may assign such functions to existing officers or appoint or engage new officers necessary for such functions to be performed and completed with the assistance of its personnel as may be specified in the notification:

assignment of the additional functions;

(ii) specify the terms and conditions of discharging the functions of the Social Security Organisation;

(iii) provide that the expenditure incurred in discharging the functions, including appointment or engagement of personnel necessary for proper discharge, shall be borne by the Central Government;

(iv) specify the powers which the Social Security Organisation shall exercise in the functions specified in clause (i); and

(v) provide that any expenditure referred to in clause (iii) shall be borne by the Social Security Organisation after prior approval of the Central Government.

CHAPTER III EMPLOYEES' PROVIDENT FUND

Finin2min clause-by-clause decode

1. Legal test 1
2. This section allocates legal responsibility for entrustment of additional functions to social security organisations within the Social Security Organisations Chapter.
3. Legal test 2
4. Identify the statutory trigger, person obligated, authority, timing, exceptions and documentary output before applying the provision.
5. Legal test 3
6. Read every subsection, proviso, explanation and linked Schedule in the official text; the heading alone is not the legal test.
7. Implementation control
8. Trigger
9. Document the facts that activate section 13: entrustment of additional functions to social security organisations.
10. Coverage and jurisdiction

Applicable Central Rules immediately below the provision

Central Rule 10: Rule 10 — Other welfare measures and facilities

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

Practical example

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the

decision owner and retains the documents needed to prove compliance during inspection or litigation.

Controls and evidence

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

Consequence, remedy and limitation

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

Mapped Rules: Rule 10 | Official source: [section 13](#).

Rules, forms, registers, portals and due dates

Rule Subject		Text/control status
6	Rule 6 — Administration of funds vested in Central Board	Source-controlled mapping
7	Rule 7 — Executive Committee	Source-controlled mapping
11	Rule 11 — Meetings, notice of meetings, list of business and quorum	Source-controlled mapping
12	Rule 12 — Reconstitution of Corporation, Central Board, National Social Security Board, State Unorganised Workers' Board, Building Workers' Welfare Board or any of the Committees	Source-controlled mapping
8	Rule 8 — The Employees' State Insurance Corporation, Standing Committee and Medical Benefit Committee	Source-controlled mapping
9	Rule 9 — National Social Security Board	

Rule Subject	Text/control status
10 Rule 10 — Other welfare measures and facilities	Source-controlled mapping 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. Use the provision-specific commencement notification; the four
Commencement	Codes became broadly operative from 21 November 2025 subject to earlier partial commencement and corrigenda.
Central Rules	Read the applicable 2026 Central Rules from their Gazette date and verify subsequent amendments.
State instrument	Check final State Rules, authority notifications, forms and rates where the State is appropriate Government.

Old-law/new-Code concordance

Predecessor law	Transition control
Employees' Compensation Act, 1923	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Employees' State Insurance Act, 1948	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
EPF and MP Act, 1952	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Employment Exchanges Act, 1959	Classify the event date, accrued right, saved Rule/ notification and pending proceeding before moving to the Code.
Maternity Benefit Act, 1961	

Predecessor law

Payment of Gratuity Act,
1972

Cine Workers Welfare Fund
Act, 1981

BOCW Welfare Cess Act,
1996

Unorganised Workers'
Social Security Act, 2008

Transition control

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

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

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

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

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

Practical calculations and control file

Calculation sequence

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

Three-owner sign-off

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

Binding and highly relevant case-law principles

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

Decision

Regional Director, ESI
Corporation v. Ramanuja
Match Industries

Organo Chemical
Industries v. Union of India

Jeewanlal (1929) Ltd. v.
Appellate Authority

Municipal Corporation of
Delhi v. Female Workers

Principle and present-use caution

Social-security legislation is beneficial, but coverage and contribution liability still turn on statutory definitions and evidence.

Social-security defaults may attract compensatory and deterrent consequences; separate principal contribution, interest, damages and prosecution.

Gratuity is a statutory terminal benefit; eligibility and forfeiture require strict application of the governing text.

Maternity protection is interpreted purposively, while present claims must be tested under the Code and current Rules.

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

Use the chapter in hiring, payroll migration, contractor onboarding, M&A diligence, business transfer, employee exits, death/injury claims, gratuity, maternity, gig/platform arrangements and benefit-fund reconciliations. Test coverage and contribution periods at employee and establishment level.

Authority, consent and execution controls

Assign responsibility among the employer, principal employer, payroll owner, authorised officer, nominee/claimant, social-security organisation and competent authority. Board approval or employee consent does not replace statutory registration, contribution, nomination, deposit or claim procedure.

Stamp duty and registration alerts

Contribution records and statutory returns ordinarily do not require registration, but nominations, settlements, assignments, security documents and business-transfer instruments may have separate State stamp or registration implications. Preserve the distinction between benefit filing and instrument validity.

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

Reconcile employee master, wage base, contribution file, challan, bank debit, return, nomination and benefit claim. For exits, deaths, injuries and transfers, create an event-date checklist with owner, statutory clock, documentary dependency and payment evidence.

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

Use the designated social-security authority, competent authority, tribunal or appellate forum. Track assessment, determination, recovery, benefit rejection and appeal dates independently; a contractual forum clause cannot defeat the statutory remedy.

Arbitration and mediation interface

Mediation may narrow factual or computation disputes but cannot waive mandatory contributions, statutory benefit eligibility, recovery powers or

offences. Any settlement must identify what remains subject to authority approval or statutory adjudication.

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 Code on Social Security, 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 4 - Constitution of Board of Trustees of Employees' Provident Fund?

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 5 - Constitution of Employees' State Insurance Corporation?

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 6 - National Social Security Board and State Unorganised Workers' Board?

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

What is the operational focus of section 7 - Constitution of State Building Workers' Welfare Boards?

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

What is the operational focus of section 8 - Disqualification and removal of a member of any Social Security Organisation?

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

What is the operational focus of section 9 - Procedure for transaction of business of Social Security Organisation, 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 10 - Executive Heads of Central Board and Corporation?

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

What is the operational focus of section 11 - Supersession of Corporation, Central Board, National Social Security Board or State Unorganised Workers' Board or the Building Workers' Welfare Board?

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

[← Previous: Preliminary](#)[Next: EPF/EPS/EDLI →](#)

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