

**THE ULTIMATE  
QUICK REFERENCE INDEX**

# LABOR LAWS & PRACTICE NEW LABOR CODES

FOR CS PROFESSIONAL GROUP 2 PAPER 7.3 OPEN BOOK ELECTIVE PAPER

**FOR NEW LABOR CODES  
SUPPLEMENT BY ICSI**

BY

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**Lecture Kart**  
**FAST FORWARD»**

FOR CS  
PROFESSIONAL  
**NEW**  
SYLLABUS



**TRUSTED BY  
CS STUDENTS  
ACROSS INDIA**



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## LESSON 3

## THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

## SECTION I - FACTORIES ACT, 1948

TOPIC/HEADING	PAGE	PARTICULARS/PROVISIONS/DETAILS
<b>INTRODUCTION</b>	6	The Occupational Safety, Health and Working Conditions Code, 2020, is enacted to consolidate and simplify the existing complex web of labour laws. It replaces 13 Central Labour laws by a single comprehensive legislation, thereby reducing multiplicity and bringing uniformity across industries and States/ UTs. The Code was enacted as a part of the broader labour laws reforms to improve transparency, enhance worker welfare, and promote ease of doing business in India.
<b>OBJECT OF THE ACT</b>	6	<p>The OSHWC Code intends to simplify, rationalise and amalgamate the provisions of the following Labour Laws:</p> <ul style="list-style-type: none"> <li>• The Factories Act, 1948;</li> <li>• The Plantations Labour Act, 1951;</li> <li>• The Mines Act, 1952;</li> <li>• The Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955;</li> <li>• The Working Journalists (Fixation of Rates of Wages) Act, 1958;</li> <li>• The Motor Transport Workers Act, 1961;</li> <li>• The Beedi and Cigar Workers (Conditions of Employment) Act, 1966;</li> <li>• The Contract Labour (Regulation and Abolition) Act, 1970;</li> <li>• The Sales Promotion Employees (Conditions of Service) Act, 1976;</li> <li>• The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979;</li> <li>• The Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981;</li> <li>• The Dock Workers (Safety, Health and Welfare) Act, 1986;</li> <li>• The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.</li> </ul> <p>The Occupational Safety, Health and Working Conditions (OSHWC) Code, 2019 received Presidential assent on September 28, 2020, and was published in the e-Gazette on September 29, 2020. OSHWC Code notified by Central Government on 21st November 2025.</p>

<p><b>SALIENT FEATURES OF THE CODE</b></p>	<p>7 to 8</p>	<ul style="list-style-type: none"> <li>• Unified Registration</li> <li>• Extension to Hazardous Work</li> <li>• Simplified Compliance</li> <li>• Wider Definition of Migrant Workers</li> <li>• Health and Formalization</li> <li>• Formalization via appointment letters</li> <li>• Women’s Employment</li> <li>• Expanded Media Worker Definition</li> <li>• National Database for Unorganised Workers</li> <li>• Victim Compensation</li> <li>• Contract Labour Reform</li> <li>• Safety Committees</li> <li>• National Occupational Safety &amp; Health Advisory Board</li> <li>• Decriminalisation &amp; Compounding of Offences</li> <li>• Revised Factory Thresholds</li> <li>• Social Security Fund</li> <li>• Contract Labour- Welfare &amp; Wages</li> <li>• Working Hours &amp; Overtime</li> <li>• Inspector-cum-Facilitator System</li> </ul>
<p><b>COMMENCEMENT AND APPLICATION OF OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020 (CHAPTER I)</b></p>	<p>8</p>	<p>The Occupational Safety, Health and Working Conditions Code (OSHWC), 2020 notified by Central Government on 21st November 2025. However, different dates may be appointed for different provisions of this Code and any reference in any such provision to the commencement of this Code shall be construed as a reference to the coming into force of that provision.</p> <p>The Code shall not apply to the offices of the Central Government, offices of the State Government and any ship of war of any nationality, provided that the Code shall apply in case of contract labour employed through contractor in the offices of the Central Government or in the offices of the State Government, where, the Central Government or, as the case may be, the State Government is the principal employer.</p>
<p><b>DEFINITIONS</b></p>	<p>9 to 21</p>	
<p><b>REGISTRATION OF CERTAIN ESTABLISHMENTS (CHAPTER II)</b></p>	<p>21</p>	<ul style="list-style-type: none"> <li>• Registration (Section 3)</li> <li>• Manner of Registration</li> <li>• Issuance of Registration Certificate</li> </ul>
<p><b>REGISTRATION OF CERTAIN ESTABLISHMENTS (CHAPTER II)</b></p>	<p>22</p>	<ul style="list-style-type: none"> <li>• Change in the Ownership or Management</li> <li>• Closing of the Establishment</li> <li>• Misrepresentation or Fraudulent Registration</li> <li>• Prohibition on Employment without Registration</li> </ul>
<p><b>REGISTRATION OF CERTAIN ESTABLISHMENTS (CHAPTER II)</b></p>	<p>23</p>	<ul style="list-style-type: none"> <li>• Deemed Registration</li> <li>• Appeal (Section 4)</li> </ul>
<p><b>NOTICE BY EMPLOYER OF COMMENCEMENT AND CESSATION OF OPERATION (SECTION 5)</b></p>	<p>23</p>	<p><b>Obligation of Employers</b> An employer of an establishment being factory or mine or relating to contract labour or building or other construction work shall not use such establishment to commence the operation of any industry, trade, business, manufacturing or occupation thereon without sending notice of such purpose.</p> <p><b>Mode of Submission</b> The Code mandates electronic submission of such notices of commencement and cessation of Establishment.</p>
<p><b>DUTIES OF EMPLOYER AND EMPLOYEES (CHAPTER III)</b></p>	<p>24</p>	<p>Duties of Employer (Section 6):</p> <ul style="list-style-type: none"> <li>• General Duties of Employer</li> <li>• Specific Duties of Employer</li> </ul>

<b>Duties and Responsibilities of Owner, Agent and Manager in Relation to Mine (Sec 7)</b>	25	
<b>Duties of Designers, Manufacturers, Importers or Suppliers (Section 8)</b>	25	
<b>Improper Use</b>	26	An article and substance is not to be regarded as properly used, if they are used without regard to any information or advice relating to their use which has been made available by the person who has designed, manufactured, imported or supplied the article and substance.
<b>Duties of Architect, Project Engineer and Designer (Section 9)</b>	26	
<b>Notice of Certain Accident (Section 10)</b>	27	<ul style="list-style-type: none"> <li>• Duty to Report Accidents</li> <li>• Inquiry in Case of Death</li> </ul>
<b>Notice of certain Dangerous Occurrences (Section 11)</b>	27	Where in an establishment there is any dangerous occurrence of such nature, (whether causing any bodily injury or disability, or not) the employer shall send notice thereof to such authorities, and in such form and within such time, as may be prescribed by the Appropriate Government.
<b>Notice of Certain Diseases (Section 12)</b>	27 - 28	<ul style="list-style-type: none"> <li>• Employer's Duty</li> <li>• Medical Practitioner's Duty</li> <li>• Penalty for Non-Compliance</li> </ul>
<b>Duties of Employee (Section 13)</b>	28	
<b>Rights of Employee (Section 14)</b>	28 - 29	<ul style="list-style-type: none"> <li>• Right of Information</li> <li>• Reporting Imminent Danger</li> <li>• Remedial Action</li> <li>• Decision of Inspector-cum-Facilitator</li> </ul>
<b>OCCUPATIONAL SAFETY AND HEALTH (CHAPTER IV)</b>	29	<p><b>National Occupational Safety and Health Advisory Board (Section 16):</b> The Central Government shall, by notification, constitute the National Occupational Safety and Health Advisory Board (hereinafter in this Code referred to as the National Board) to discharge the functions conferred on it by or under this Code and to advise the Central Government on the matters relating to—...</p> <p><b>State Occupational Safety and Health Advisory Board (Section 17)</b> Section 17 provides that the State Government shall constitute a Board to be called the State Occupational Safety and Health Advisory Board (hereinafter referred to as "State Advisory Board") to advise the State Government on such matters arising out of the administration of this Code as may be referred to it by the State Government.</p> <p><b>Occupational Safety and Health Standards (Section 18)</b></p> <ul style="list-style-type: none"> <li>• Declaration of Standards</li> <li>• Scope of Standards</li> <li>• Medical Examination Post-Employment</li> <li>• Reports of Designated Authorities</li> <li>• Sector-Specific Measures</li> </ul>

<b>Safety and Occupational Health Survey (Section 20)</b>	<b>30</b>	<ul style="list-style-type: none"> <li>• Survey</li> <li>• Medical Examination of Worker</li> </ul>
<b>Safety Committee and Safety Officers (Section 22)</b>	<b>31</b>	<ul style="list-style-type: none"> <li>• Safety Committee</li> <li>• Safety Officers</li> </ul>
<b>HEALTH, SAFETY AND WORKING CONDITIONS (CHAPTER V)</b>	<b>31 to 32</b>	<ul style="list-style-type: none"> <li>• Responsibility of Employer for maintaining Health, Safety and Working Conditions (Section 23)</li> <li>• General Duty</li> <li>• Specific Matters Prescribed</li> </ul>
<b>WELFARE PROVISIONS</b>	<b>32 to 33</b>	<ul style="list-style-type: none"> <li>• Welfare Facilities in the Establishment (Section 24)</li> <li>• Welfare Facilities</li> <li>• Additional Prescribed Matters</li> <li>• Crèche Facility</li> </ul>
<b>HOURS OF WORK AND ANNUAL LEAVE WITH WAGES (CHAPTER VII)</b>	<b>33 to 35</b>	<ul style="list-style-type: none"> <li>• Daily and Weekly Working Hours, Leave (Section 25)</li> <li>• General Working Hours</li> <li>• Special Provisions for Mines</li> <li>• Special Provisions for Motor Transport Workers</li> <li>• Working hours for Working Journalist</li> <li>• Sales Promotion Employees &amp; Working Journalists – Leave Entitlements</li> <li>• Adolescent Workers</li> </ul>
<b>Weekly and Compensatory Holidays (Section 26)</b>	<b>35 to 36</b>	<ul style="list-style-type: none"> <li>• Weekly Holiday Rule</li> <li>• Special Provision for Motor Transport Workers</li> <li>• Government Exemptions</li> <li>• Compensatory Holidays</li> </ul>
<b>Extra Wages for Overtime (Section 27)</b>	<b>36</b>	<ul style="list-style-type: none"> <li>• Overtime Pay</li> <li>• Consent Requirement</li> <li>• Government Regulation</li> </ul>
<b>Night Shifts (Section 28)</b>	<b>36</b>	<ul style="list-style-type: none"> <li>• General Rule</li> <li>• Exemptions</li> </ul>
<b>Prohibition of Overlapping Shifts (Section 29)</b>	<b>36</b>	
<b>Restriction on Double Employment in Factory and Mine (Section 30)</b>	<b>37</b>	
<b>Notice of Periods of Work (Section 31)</b>	<b>37</b>	<ul style="list-style-type: none"> <li>• Display of Notice</li> <li>• Form and Submission</li> <li>• Changes in Work System</li> </ul>

<b>Annual leave with Wages (Section 32)</b>	<b>37 to 38</b>	<ul style="list-style-type: none"> <li>The section comprehensively provides for annual leave with wages, laying down eligibility, accrual, carry-forward, encashment, and special rules for mines.</li> <li>Extension to Other Establishments</li> <li>Special Provisions for Mines</li> </ul>
<b>Maintenance of Registers, Records and Filing of Returns (Section 33)</b>	<b>39</b>	
<b>INSPECTOR-CUM-FACILITATORS AND OTHER AUTHORITY (CHAPTER IX)</b>	<b>39 to 41</b>	<ul style="list-style-type: none"> <li>Appointment of Inspector-cum-Facilitators (Section 34)</li> <li>Powers of Inspector-cum-Facilitators (Section 35)</li> </ul>
<b>INSPECTOR-CUM-FACILITATORS AND OTHER AUTHORITY (CHAPTER IX)</b>	<b>42</b>	<ul style="list-style-type: none"> <li>Powers and Duties of District Magistrate (Section 36)</li> <li>Third Party Audit and Certification (Section 37)</li> <li>Empanelment of Experts</li> <li>Duties of Empanelled Experts</li> </ul>
<b>Special Powers of Inspector-cum-Facilitator in respect of Factory, Mines, Dock Work and Building or Other Construction Work (Section 38)</b>	<b>43</b>	<ul style="list-style-type: none"> <li>Special Powers in respect of a Factory</li> <li>Special Powers in respect of Mines</li> </ul>
	<b>45 to 46</b>	<ul style="list-style-type: none"> <li>Special Powers in respect of Dock Work</li> <li>Other Special Powers</li> <li>Facilities to be afforded to Inspector-cum-Facilitator (Section 40)</li> </ul>
	<b>47</b>	<ul style="list-style-type: none"> <li>Powers of Special Officer to Enter, Measure in Relation to Mine (Section 41)</li> <li>Medical Officer (Section 42)</li> </ul>
<b>SPECIAL PROVISION RELATING TO EMPLOYMENT OF WOMEN (CHAPTER X)</b>	<b>47 to 48</b>	<p>The section is a progressive provision that affirms the right of women to be employed across all establishments and types of work, while balancing this entitlement with safeguards for safety and working conditions.</p> <ul style="list-style-type: none"> <li>Employment of Women (Section 43)</li> <li>Adequate safety of Employment of Women in Dangerous Operation (Section 44)</li> </ul>
<b>SPECIAL PROVISIONS FOR CONTRACT LABOUR AND INTER-STATE MIGRANT WORKER, ETC. (CHAPTER XI)</b>	<b>48</b>	<p>CONTRACT LABOUR (PART I)</p> <p>Applicability (Section 45)</p> <p>Exclusion</p> <p>Authority to Decide</p> <ul style="list-style-type: none"> <li>Appointment of Designated Authority (Section 46)</li> </ul>

	49	<ul style="list-style-type: none"> <li>Licensing of Contractors (Section 47)</li> <li>Procedure for Issue or Renewal of Licence (Section 48)</li> </ul>
	50 to 53	<ul style="list-style-type: none"> <li>No Fees or Commission or any Cost to Workers (Section 49)</li> <li>Information regarding work order to be given to the Appropriate Government (Section 50)</li> <li>Revocation, Suspension and Amendment of Licence (Section 51)</li> <li>Appeal (Section 52)</li> <li>Liability of Principal Employer for Welfare Facilities (Section 53)</li> <li>Effect of Employing Contract Labour from a Non-licenced Contractor (Section 54)</li> <li>Responsibility for Payment of Wages (Section 55)</li> <li>Experience Certificate (Section 56)</li> <li>Prohibition of Employment of Contract Labour (Section 57)</li> <li>Power to Exempt in Special Cases (Section 58)</li> </ul>
<b>INTER-STATE MIGRANT WORKERS (PART II)</b>	53 to 54	<ul style="list-style-type: none"> <li>Applicability (Section 59)</li> <li>Facilities to Inter-State Migrant Workers (Section 60)</li> <li>Journey Allowance (Section 61)</li> <li>Benefits of Public Distribution System (Section 62)</li> <li>Toll Free Helpline (Section 63)</li> <li>Study of Inter-State Migrant Workers (Section 64)</li> <li>Past Liabilities (Section 65)</li> </ul>
<b>AUDIO-VISUAL WORKERS (PART III)</b>	54	Prohibition of Employment of Audio-Visual Worker without Agreement (Section 66)
<b>MINES (PART IV)</b>	55 to 57	<ul style="list-style-type: none"> <li>Managers (Section 67)</li> <li>Code not to apply in Certain Cases (Section 68)</li> <li>Exemption from Provision Regarding Employment (Section 69)</li> <li>Employment of Persons below Eighteen Years of Age (Section 70)</li> <li>Exemption to Certain Persons (Section 71)</li> <li>Establishment, Maintenance of Rescue Services and Vocational Training (Section 72)</li> <li>Decision of Question whether a Mine is covered under this Code (Section 73)</li> </ul>
<b>BEEDI AND CIGAR WORKERS (PART V)</b>	57 to 59	<ul style="list-style-type: none"> <li>Licence to Industrial Premises and Person (Section 74)</li> <li>Appeals (Section 75)</li> <li>Permission to Work by Employees outside Industrial Premises (Section 76)</li> <li>Part not to apply to Self-employed Persons in Private Dwelling Houses (Section 77)</li> </ul>
<b>BUILDING OR OTHER CONSTRUCTION WORKERS (PART VI)</b>	60	Prohibition of Employment of Certain Persons in Certain Building or Other Construction Work (Section 78)

<b>FACTORIES (PART VII)</b>	<b>60 to 61</b>	<ul style="list-style-type: none"> <li>• Approval and Licensing of Factories (Section 79)</li> <li>• Appeal to the Central Government</li> <li>• Liability of Owner of Premises in Certain Circumstances (Section 80)</li> <li>• Power to Apply Code to Certain Premises (Section 81)</li> <li>• Dangerous Operations (Section 82)</li> <li>• Constitution of Site Appraisal Committee (Section 83)</li> </ul>
	<b>61 to 62</b>	<ul style="list-style-type: none"> <li>• Compulsory Disclosure of Information by Occupier (Section 84)</li> <li>• Detailed policy to be laid down by the Occupier</li> <li>• Onsite Emergency Plan</li> <li>• Duty to disclose nature of hazardous process</li> <li>• Penalty for Contravention</li> <li>• Measures for handling hazardous substances</li> </ul>
<b>Specific Responsibility of the Occupier in Relation to Hazardous Processes (Section 85)</b>	<b>62</b>	
<b>National Board to Inquire into Certain Situations (Section 86)</b>	<b>63</b>	
<b>Emergency Standards (Section 87)</b>	<b>63</b>	
<b>Permissible Limits of Exposure of Chemicals and Toxic Substances (Section 88)</b>	<b>63</b>	
<b>Right of Workers to Warn about Imminent Danger (Section 89)</b>	<b>64</b>	<ul style="list-style-type: none"> <li>• Apprehension by the Workers</li> <li>• Duty of the Person Receiving Notice of Imminent Danger</li> <li>• Reference of the matter in case imminent danger is not observed</li> </ul>
<b>Appeal against the Order of Inspector-Cum-Facilitator in case of Factory (Section 90)</b>	<b>64</b>	The Appropriate Government may prescribe provisions providing the manner in which and the Appropriate Authority to whom the manager or occupier of the factory may make appeal against the order of the Inspector-cum-Facilitator and the procedure for disposing of such appeals.
<b>Power to Make Rules to Exempt (Section 91)</b>	<b>64</b>	
<b>PLANTATION (PART VIII)</b>	<b>65</b>	<ul style="list-style-type: none"> <li>• Facilities for Workers in Plantation (Section 92)</li> <li>• Safety (Section 93)</li> </ul>

<b>OFFENCES AND PENALTIES (CHAPTER XII)</b>	<b>66 to 72</b>	<ul style="list-style-type: none"> <li>• General Penalty for Offences (Section 94)</li> <li>• Punishment for Causing Obstruction to Chief Inspector-Cum-Facilitator or InspectorCum -Facilitator (Section 95)</li> <li>• Penalty for Non-Maintenance of Register, Records and Non-Filing of Returns (Section 96)</li> <li>• Punishment for Contravention of Certain Provisions (Section 97)</li> <li>• Punishment for Falsification of Records (Section 98)</li> <li>• Penalty for Omission to Furnish Plans (Section 99)</li> <li>• Punishment for Disclosure of Information (Section 100)</li> <li>• Punishment for Wrongfully Disclosing Results of Analysis (Section 101)</li> <li>• Punishment for Contravention of Provisions of Duties Relating to Hazardous Processes (Section 102)</li> <li>• Punishment for Contravention of Provisions of Duties Relating to Safety Provisions Resulting in an Accident (Section 103)</li> <li>• Failure to Appoint Manager in Mine (Section 105)</li> <li>• Offences by Employees (Section 106)</li> <li>• Prosecution of Owner, Agent or Manager of Mine (Section 107)</li> <li>• Offences by Companies (Section 109)</li> <li>• Power of Officers of Appropriate Government to Impose Penalty in Certain Cases (Section 111)</li> <li>• Jurisdiction of Court for Entertaining Proceedings, etc., for Offence (Section 112)</li> <li>• Power of Court to Make Orders (Section 113)</li> <li>• Composition of Certain Offences (Section 114)</li> </ul>
<b>SOCIAL SECURITY FUND (CHAPTER XIII)</b>	<b>72 to 73</b>	<ul style="list-style-type: none"> <li>• Social Security Fund (Section 115)</li> <li>• Administration and Expenditure of the Fund</li> </ul>
<b>MISCELLANEOUS (CHAPTER XIV)</b>	<b>73</b>	<ul style="list-style-type: none"> <li>• Common Licence for Contractor, Factories and to Industrial Premises (Section 119)</li> <li>• Power of Appropriate Government to Direct Inquiry in Certain Cases (Section 121) <ul style="list-style-type: none"> <li>○ Appointment of Assessors in the event of the Occurrence of an Accident</li> <li>○ Directions of Appropriate Government</li> <li>○ Powers of Officer or Committee</li> </ul> </li> </ul>
	<b>74 to 75</b>	<ul style="list-style-type: none"> <li>• Power of Appropriate Government to Make Rules (Section 133)</li> <li>• Power of Central Government to Make Rules (Section 134)</li> <li>• Power of State Government to Make Rules (Section 135)</li> </ul>

## LESSON 4

## LAW OF INDUSTRIAL RELATIONS

TOPIC/HEADING	PAGE	PARTICULARS/PROVISIONS/DETAILS
<b>INTRODUCTION</b>	76	<p>The success of workers and industries are deeply connected; one cannot thrive without the other. When industries grow, they create stable jobs, fair wages, and social security for workers. Likewise, a motivated and secure workforce drives productivity and innovation, ensuring the industry's long-term survival. National Commission on Labour highlighted a need to rationalise and simplify the exiting labour laws with an aim to protect interests of the workers.</p> <pre> graph TD     A[The Industrial Relations Code, 2020] --&gt; B[The Industrial Disputes Act, 1947]     A --&gt; C[The Trade Union Act, 1926]     A --&gt; D[The Industrial Employment (Standing Orders) Act, 1946] </pre>
<b>INDUSTRIAL LAWS ARE SOCIO-ECONOMIC JUSTICE ORIENTED</b>	77	<p>Articles 12 to 35 of the Constitution of India pertain to Fundamental Rights of the Citizen of the Country. The Indian Constitution guarantees essential human rights in the form of Fundamental Rights under Part III and also Directive Principles of State Policy in Part IV which are fundamental in the governance of the country. Freedom and civil rights granted to all under Part III have been liberally construed by various pronouncements of the Supreme Court in the last half a century.</p>
<b>SALIENT FEATURES OF THE CODE</b>	77 to 78	<ul style="list-style-type: none"> <li>• Fixed Term Employment (FTE)</li> <li>• Worker Re-skilling Fund</li> <li>• Statutory Recognition to Trade Union</li> <li>• Expanded Worker Definition</li> <li>• Broader Definition of Industry</li> <li>• Higher Threshold for Lay-off/Retrenchment/Closure</li> <li>• Women's Representation</li> <li>• Standing Orders Threshold</li> <li>• Work-from-Home Provision</li> <li>• Industrial Tribunals</li> <li>• Direct Tribunal Access</li> <li>• Notice for Strikes/Lockouts</li> <li>• Expanded Definition of Strike</li> <li>• Decriminalization &amp; Compounding</li> <li>• Digital Processes</li> </ul>

		SCHEME OF THE CODE		
		Chapters	Sections	Description
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		<b>CHAPTER II</b>	3-4	BI - PARTITE FORUMS
		<b>CHAPTER III</b>	5-27	TRADE UNIONS
		<b>CHAPTER IV</b>	28-39	STANDING ORDERS
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		<b>CHAPTER VI</b>	42	VOLUNTARY REFERENCE OF DISPUTES TO ARBITRATION
		<b>CHAPTER VII</b>	43-61	MECHANISM FOR RESOLUTION OF INDUSTRIAL DISPUTES
		<b>CHAPTER VIII</b>	62-64	STRIKES AND LOCK-OUTS
		<b>CHAPTER IX</b>	65-76	LAY-OFF, RETRENCHMENT AND CLOSURE
		<b>CHAPTER X</b>	77-82	SPECIAL PROVISIONS RELATING TO LAY-OFF, RETRENCHMENT AND CLOSURE IN CERTAIN ESTABLISHMENTS
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		<b>CHAPTER XII</b>	84	UNFAIR LABOUR PRACTICES
		<b>CHAPTER XIII</b>	85-89	OFFENCES AND PENALTIES
		<b>CHAPTER XIV</b>	90-104	MISCELLANEOUS
<b>IMPORTANT DEFINITIONS</b>	79 to 84	<ul style="list-style-type: none"> <li>Appellate Authority {Section 2(a)}</li> <li>Appropriate Government {Section 2(b)}</li> <li>Average Pay {Section 2(d)}</li> <li>Award {Section 2(e)}</li> <li>Certifying Officer {Section 2(g)}</li> <li>Closure {Section 2(h)}</li> <li>Controlled Industry {Section 2(k)}</li> </ul>	<ul style="list-style-type: none"> <li>Employee {Section 2(l)}</li> <li>Employer {Section 2(m)}</li> <li>Executive {Section 2(n)}</li> <li>Fixed Term Employment {Section 2(o)}</li> <li>Industry {Section 2(p)}</li> <li>Industrial Dispute {Section 2(q)}</li> </ul>	
<b>Existence of a dispute of difference</b>	84	The existence of a dispute or difference between the parties is central to the definition of industrial dispute. Ordinarily a dispute or difference exists when workers make demand and the same is rejected by the employer. However, the demand should be such which the employer is in a position to fulfil. The dispute or difference should be fairly defined and of real substance and not a mere personal quarrel or a grumbling or an agitation. The term "industrial dispute" connotes a real and substantial difference having some element of persistency, and likely, and if not adjusted, to endanger the industrial peace of the community.		
<b>Parties to the dispute</b>	84	Most of the industrial disputes exist between the employers and the workers and the remaining combination of persons who can raise the dispute, has been added to widen the scope of the term "industrial dispute". So the question is who can raise the dispute? The term "industrial dispute" conveys the meaning that the dispute must be such as would affect large groups of workers and employers ranged on opposite sides.		

<b>Subject matter of dispute</b>	<b>85</b>	The dispute should relate to employment or non-employment or terms of employment or conditions of labour of any person.
<b>Dispute in an “Industry”</b>	<b>86 to 93</b>	<p>Lastly, to be an “industrial dispute”, the dispute or difference must relate to an industry. Thus, the existence of an “industry” is a condition precedent to an industrial dispute. No industrial dispute can exist without an industry.</p> <ul style="list-style-type: none"> <li>• Industrial Establishment or Undertaking {Section 2(r)}</li> <li>• Lay-Off {Section 2(t)}</li> <li>• Lock-Out {Section 2(u)}</li> <li>• Retrenchment {Section 2(zh)}</li> <li>• Settlement {Section 2(zi)}</li> <li>• Strike {Section 2(zk)}</li> <li>• Trade Union {Section 2(zl)}</li> <li>• Trade Union Dispute {Section 2(zm)}</li> <li>• Wages {Section 2(zq)}</li> <li>• Worker {Section 2(zr)}</li> </ul>
<b>WORKS COMMITTEE (SECTION 3)</b>	<b>93</b>	In case of any industrial establishment in which 100 or more workers are employed or have been employed on any day in the preceding 12 months, the Appropriate Government may by general or special order require the employer to constitute a Works Committee, in such manner as may be prescribed, consisting of representatives of employer and workers engaged in the establishment where the number of representatives of workers shall not be less than the number of representatives of the employer.
<b>GRIEVANCE REDRESSAL COMMITTEE (SECTION 4)</b>	<b>94</b>	This section provides for the threshold limit for constituting Grievance Redressal Committee for the resolution of disputes arising out of grievances of individual workers, provisions for filing application in respect of dispute by the aggrieved worker, the constitution of the Committee, the time limit for completing its proceedings, the manner of its decision, and the filing of the application for the adjudication against the decision of the Committee or the adjudication of grievance.
<b>TRADE UNIONS (CHAPTER III)</b>	<b>95 to 104</b>	<ul style="list-style-type: none"> <li>• Registrar of Trade Unions (Section 5)</li> <li>• Criteria for Registration of Trade Union (Section 6)</li> <li>• Provisions to be contained in Constitution or Rules of Trade Union (Section 7)</li> <li>• Application for Registration and Alteration of name of Trade Union (Section 8)</li> <li>• Registration of Trade Union and Cancellation thereof (Section 9)</li> <li>• Appeal against Non-Registration or Cancellation of Registration (Section 10)</li> <li>• Communication to Trade Union and Change in Registration Particulars (Section 11)</li> <li>• Incorporation of Registered Trade Union (Section 12)</li> <li>• Certain Acts not to apply to registered Trade Unions (Section 13)</li> <li>• Recognition of Negotiating Union or Negotiating Council (Section 14)</li> <li>• Objects of General Fund, Composition of Separate Fund and Membership Fee of Trade Union (Section 15)</li> </ul>

		<ul style="list-style-type: none"> <li>• Immunity from Civil Suit in Certain Cases (Section 16)</li> <li>• Criminal Conspiracy in furtherance of Objects of Trade Union (Section 17)</li> <li>• Rights of Minor to Membership of Trade Union (Section 20)</li> <li>• Disqualification of Office Bearers of Trade Unions (Section 21)</li> <li>• Adjudication of Disputes of Trade Unions (Section 22)</li> <li>• Proportion of Office-Bearers to be connected with Industry (Section 23)</li> <li>• Change of Name, Amalgamation, Notice of Change and Its Effect (Section 24)</li> <li>• Dissolution (Section 25)</li> <li>• Annual Returns (Section 26)</li> <li>• Recognition of Trade Unions at Central and State level (Section 27)</li> </ul>
<b>STANDING ORDERS (CHAPTER IV)</b>	<b>104 to 109</b>	<ul style="list-style-type: none"> <li>• Applicability of the Chapter (Section 28)</li> <li>• Model Standing Orders (Section 29)</li> <li>• Preparation of Draft Standing Orders by Employer and Procedure for Certification (Section 30)</li> <li>• Certifying Officer and Appellate Authority to have Powers of Civil Court (Section 31)</li> <li>• Appeals (Section 32)</li> <li>• Date of Operation of Standing Orders and its Availability (Section 33)</li> <li>• Register of Standing Orders (Section 34)</li> <li>• Duration and Modification of Standing Orders (Section 35)</li> <li>• Oral Evidence in Contradiction of Standing Orders not Admissible (Section 36)</li> <li>• Interpretation of Standing Orders (Section 37)</li> <li>• Time-limit for Completing Disciplinary Proceedings and Liability to Pay Subsistence Allowance (Section 38)</li> </ul>
<b>NOTICE OF CHANGE (CHAPTER V)</b>	<b>110</b>	<ul style="list-style-type: none"> <li>• Notice of Change (Section 40)</li> <li>• Power of Appropriate Government to Exempt (Section 41)</li> </ul>
<b>VOLUNTARY REFERENCE OF DISPUTES TO ARBITRATION (CHAPTER VI)</b>	<b>111</b>	<ul style="list-style-type: none"> <li>• Voluntary Reference of Disputes to Arbitration (Section 42)</li> </ul>
<b>MECHANISM FOR RESOLUTION OF INDUSTRIAL DISPUTES (CHAPTER VII)</b>	<b>112 to 118</b>	<ul style="list-style-type: none"> <li>• Conciliation Officers (Section 43)</li> <li>• Industrial Tribunal (Section 44)</li> <li>• National Industrial Tribunal (Section 46)</li> <li>• Decision of Tribunal or National Industrial Tribunal (Section 47)</li> <li>• Disqualification for Members of Tribunal and National Industrial Tribunal (Section 48)</li> <li>• Procedure &amp; Powers of Arbitrator, Conciliation Officer, Tribunal and National Industrial Tribunal (Section 49)</li> <li>• Powers of Tribunal and National Industrial Tribunal to give Appropriate Relief in case of Discharge or Dismissal of Worker (Section 50)</li> <li>• Conciliation and Adjudication of Dispute (Section 53)</li> <li>• Form of Award, its Communication and Commencement (Section 55)</li> <li>• Persons on whom Settlements and Awards are Binding (Section 57)</li> </ul>

<b>STRIKES AND LOCK-OUTS (CHAPTER VIII)</b>	<b>118 to 120</b>	<ul style="list-style-type: none"> <li>• Prohibition of Strikes and Lock-Outs (Section 62)</li> <li>• Illegal Strikes and Lock-Outs (Section 63)</li> <li>• Prohibition of Financial Aid to Illegal Strikes or Lock-Outs (Section 64)</li> </ul>
<b>LAY-OFF, RETRENCHMENT AND CLOSURE (CHAPTER IX)</b>	<b>120 to 125</b>	<ul style="list-style-type: none"> <li>• Application of Sections 67 to 69 (Section 65)</li> <li>• Definition of Continuous Service (Section 66)</li> <li>• Rights of Workers Laid-off for Compensation (Section 67)</li> <li>• Maintenance of Muster Rolls (Section 68)</li> <li>• Workers not entitled for Compensation in Certain Cases (Section 69)</li> <li>• Conditions Precedent to Retrenchment of Workers (Section 70)</li> <li>• Procedure for Retrenchment (Section 71)]</li> <li>• Re-employment of Retrenched Worker (Section 72)</li> <li>• Compensation to Workers in Case of Transfer of Establishment (Section 73)</li> <li>• Sixty Days' Notice to be given of Intention to Close Down any Undertaking (Section 74)</li> <li>• Compensation to Workers in Case of Closing Down of Undertakings (Section 75)</li> </ul>
<b>SPECIAL PROVISIONS RELATING TO LAY-OFF, RETRENCHMENT AND CLOSURE IN CERTAIN ESTABLISHMENTS (CHAPTER X)</b>	<b>125 to 129</b>	<ul style="list-style-type: none"> <li>• Application (Section 77)</li> <li>• Prohibition of Lay-Off (Section 78)</li> <li>• Conditions Precedent to Retrenchment of Workers (Section 79)</li> <li>• Procedure for Closing Down an Industrial Establishment (Section 80)</li> <li>• Duty of an Employer to Maintain Muster Rolls of Workers (Section 81)</li> </ul>
<b>WORKER RE-SKILLING FUND (CHAPTER XI)</b>	<b>130</b>	<ul style="list-style-type: none"> <li>• Worker Reskilling Fund (Section 83)</li> </ul> <p>This section introduces the Worker Reskilling Fund, a statutory mechanism to financially support workers who are retrenched.</p>
<b>UNFAIR LABOUR PRACTICES (CHAPTER XII)</b>	<b>130 to 132</b>	<ul style="list-style-type: none"> <li>• Prohibition of Unfair Labour Practice (Section 84)</li> </ul>
<b>OFFENCES AND PENALTIES (CHAPTER XIII)</b>	<b>132 to 133</b>	<ul style="list-style-type: none"> <li>• Power of Officers of Appropriate Government to Impose Penalty (Section 85)</li> <li>• Penalties (Section 86)</li> </ul>
<b>Offences by Companies (Section 88)</b>	<b>136</b>	This section provides for the liability framework for offences committed by Companies under the Code.
<b>Composition of Offences (Section 89)</b>	<b>137</b>	This section provides a mechanism for compounding offences under the Code, allowing certain offences to be settled by payment of a prescribed sum instead of undergoing full prosecution.

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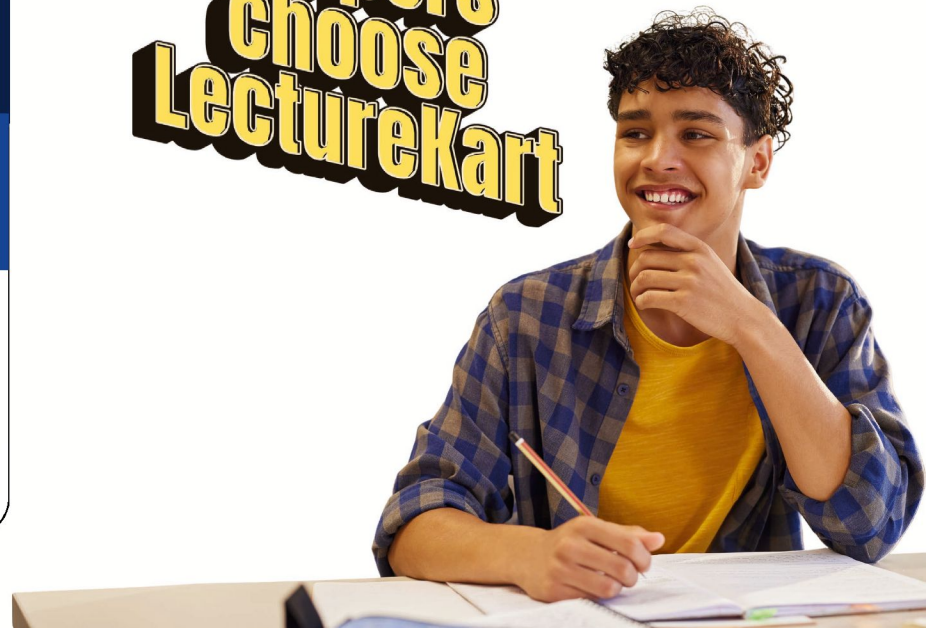
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## LESSON 5

## THE CODE ON WAGES, 2019

TOPIC/HEADING	PAGE	PARTICULARS/PROVISIONS/DETAILS
<b>OBJECT AND SCOPE</b>	139	<p>The Code on Wages, 2019 seeks to simplify, consolidate, and rationalize the provisions of four existing laws.</p> <ul style="list-style-type: none"> <li>• The Payment of Wages Act, 1936;</li> <li>• The Minimum Wages Act, 1948;</li> <li>• The Payment of Bonus Act, 1965; and</li> <li>• The Equal Remuneration Act, 1976.</li> </ul> <p>It aims to strengthen workers' rights while promoting simplicity and uniformity in wage related compliance for employers.</p>
<b>SALIENT FEATURES OF THE CODE</b>	139 to 140	<ul style="list-style-type: none"> <li>• Universal Minimum Wages</li> <li>• Introduction of Floor Wage</li> <li>• Criteria for Wage Fixation</li> <li>• Gender Equality in Employment</li> <li>• Universal Coverage for Wage Payment</li> <li>• Overtime Compensation</li> <li>• Responsibility for Wage Payment</li> <li>• Inspector-cum-Facilitator</li> <li>• Compounding of Offences</li> <li>• Decriminalization of Offences</li> </ul>
<b>CHAPTER I: PRELIMINARY</b>	140	<p>Section 1 of the Code provides for title and applicability of the Code as follows:</p> <ul style="list-style-type: none"> <li>• This Act may be called the Code on Wages, 2019.</li> <li>• The Code extends to the whole of India</li> </ul>
<b>Important Definitions</b>	140 to 144	<ul style="list-style-type: none"> <li>• Accounting Year</li> <li>• Advisory Board</li> <li>• Agricultural income tax law</li> <li>• Appropriate Government</li> <li>• Company</li> <li>• Contractor</li> <li>• Contract Labour</li> <li>• Co-Operative Society</li> <li>• Corporation</li> <li>• Direct Tax</li> <li>• Employee</li> <li>• Employer</li> <li>• Establishment</li> <li>• Factory</li> <li>• Government Establishment</li> <li>• Income-tax Act</li> <li>• Industrial dispute</li> <li>• Inspector-cum-Facilitator</li> <li>• Minimum Wage</li> <li>• Notification</li> <li>• Prescribed</li> <li>• State</li> <li>• Tribunal</li> <li>• Wages</li> <li>• Worker</li> </ul>
<b>Prohibition of Discrimination on Ground of Gender</b>	145	Section 3 of the Code provides for Prohibition of Discrimination on Ground of Gender
<b>Decision as to Disputes with regard to Same or Similar Nature of Work</b>	145	Section 4 of the Code provides for decision as to Disputes with Regard to Same or Similar Nature of Work
<b>CHAPTER II: MINIMUM WAGES</b>	145	<ul style="list-style-type: none"> <li>• Payment of Minimum Rate of Wages</li> <li>• Fixation of Minimum Wages</li> </ul>

<b>Components of Minimum Wages</b>	146	The section 7 of the Code provides for the components of minimum wages
<b>Procedure for Fixing and Revising Minimum Wage</b>	146	Section 8 lays down the procedural framework for fixing minimum wages for the first time or revising them thereafter.
<b>Power of Central Government to Fix Floor Wage</b>	147	Section 9 empowers the Central Government to fix a floor wage, which serves as the baseline wage standard across the country.
<b>Wages of Employee who Works for less than Normal Working Day</b>	148	Section 10 safeguards employees as it provides that if a worker is employed for less than the requisite hours of a normal working day, they are still entitled to receive full day's wages, thereby protecting them from loss of income due to factors beyond their control.
<b>Wages for Two or More Classes of Work</b>	148	Section 11 addresses situations where an employee performs multiple classes of work within the same employment period, each attracting a different minimum wage rate.
<b>Minimum Time Rate Wages for Piece Work</b>	148	Section 12 ensures minimum time rate wages where minimum piece rate is also fixed
<b>Fixing Hours of Work for Normal Working Day</b>	148	Section 13 empowers the Appropriate Government to regulate the hours of work constituting a normal working day.
<b>Wages for Overtime Work</b>	149	Section 14 ensures that any work performed beyond the prescribed hours of a normal working day attracts enhanced remuneration.
<b>CHAPTER III: PAYMENT OF WAGES</b>	149 to 155	<ul style="list-style-type: none"> <li>• Mode of Payment of Wages</li> <li>• Fixation of Wage Period</li> <li>• Time Limit for Payment of Wages</li> <li>• Deductions which may be made from Wages</li> <li>• Fines</li> <li>• Deductions for Absence from Duty</li> <li>• Deductions for Damage or Loss</li> <li>• Deductions for Services Rendered</li> <li>• Deductions for Recovery of Advances</li> <li>• Deductions for Recovery of Loans</li> <li>• Chapter not to apply to Government Establishments</li> </ul>
<b>CHAPTER IV: PAYMENT OF BONUS</b>	155 to 156	<p><b>Eligibility for Bonus, etc.</b></p> <p>Section 26 provides for the framework for bonus entitlement of employees, linking it to wages, allocable surplus, and the profitability of establishments. It ensures that employees receive a minimum statutory bonus regardless of the employer's financial performance, while also providing for higher bonuses when surplus profits exist.</p> <p><b>Proportionate Reduction in Bonus in Certain Cases</b></p> <p>Section 27 provides for the proportionate reduction of the minimum bonus in cases where an employee has not worked for all the working days in an accounting year as follows...</p>
<b>Computation of Number of Working Days</b>	157	<p>Section 28 clarifies how the number of working days is computed for the purposes of Section 27 (proportionate reduction in bonus)</p> <p><b>Disqualification for Bonus</b></p> <p>Section 29 sets out the circumstances under which an employee is disqualified from receiving bonus under the Code</p> <p><b>Establishments include Departments, Undertakings and Branches</b></p> <p>Section 30 provides for how bonus is to be computed when an establishment consists of multiple departments, undertakings, or branches, whether located in the same place or spread across different places</p>

	158	<p><b>Payment of Bonus out of Allocable Surplus</b> Section 31 provides for bonus to be payable out of the allocable surplus</p> <p><b>Computation of Gross Profits</b> Section 32 of the Code provides for computation of gross profits</p> <p><b>Computation of Available Surplus</b> Section 33 defines how the available surplus is computed for the purpose of bonus distribution</p>
	159 to 161	<p><b>Sums Deductible from Gross Profits</b> Section 34 of the Code provides for sums deductible from gross profits as prior charges</p> <p><b>Calculation of Direct Tax payable by Employer</b> Section 35 of the Code provides for calculation of direct tax payable by the employer</p> <p><b>Set on and Set off of Allocable Surplus</b> Section 36 introduces the mechanism of set on and set off in relation to allocable surplus for bonus computation so that bonus payments remain equitable and stable across accounting years, balancing fluctuations in profitability by carrying forward excesses or deficiencies</p> <p><b>Adjustment of Customary or Interim Bonus against Bonus payable under this Code</b> Section 37 of the Code provides for adjustment of customary or interim bonus against bonus payable under this Code</p> <p><b>Deduction of Certain Amounts from Bonus Payable</b> Section 38 of the Code provides for deduction of certain amounts on account of misconduct of employee from bonus payable</p> <p><b>Time Limit for Payment of Bonus</b> Section 39 of the Code provides for the time limit within which bonus shall be paid</p> <p><b>Application of this Chapter to Establishments in Public Sector in Certain Cases (Section 40)</b></p> <p><b>Non-applicability of this Chapter</b> Section 41 of the Code provides for non-applicability of bonus provisions to certain categories of employees and establishments</p>
<b>CHAPTER V: ADVISORY BOARD</b>	162	<p><b>Central Advisory Board and State Advisory Boards</b> Section 42 of the Code provides for the constitution, composition, and functions of the Central Advisory Board and State Advisory Boards</p>
<b>CHAPTER VI: PAYMENT OF DUES, CLAIMS AND AUDIT</b>	164 to 168	<ul style="list-style-type: none"> <li>• Responsibility for Payment of Various Dues</li> <li>• Payment of Various Undisbursed Dues in case of Death of Employee</li> <li>• Claims under Code and Procedure thereof</li> <li>• Reference of Disputes under this Code</li> <li>• Presumption about Accuracy of Balance Sheet and Profit and Loss Account of Corporations and Companies</li> <li>• Audit of Account of Employers not being Corporations or Companies</li> <li>• Appeal</li> <li>• Records, Returns and Notices</li> </ul>

<b>CHAPTER VIII: OFFENCES BY COMPANIES</b>	<b>169 to 172</b>	<ul style="list-style-type: none"> <li>• Cognizance of Offences</li> <li>• Power of Officers of Appropriate Government to Impose Penalty in Certain Cases</li> <li>• Penalties for Offences</li> <li>• Offences by Companies</li> <li>• Composition of Offences</li> </ul>
<b>CHAPTER IX: MISCELLANEOUS</b>	<b>172 to 176</b>	<ul style="list-style-type: none"> <li>• Bar of Suits</li> <li>• Protection of Action taken in Good Faith</li> <li>• Burden of Proof</li> <li>• Contracting Out</li> <li>• Effect of Laws Agreements, etc. in consistent with this Code</li> <li>• Delegation of Powers</li> <li>• Exemption of Employer from Liability in Certain Cases</li> <li>• Protection against Attachments of Assets of Employer with Government.</li> <li>• Power of Central Government to give Directions</li> <li>• Saving</li> <li>• Power of Appropriate Government to make Rules (Section 67)</li> <li>• Power to Remove Difficulties</li> <li>• Repeal and Savings</li> </ul>

## LESSON 6

## THE CODE ON SOCIAL SECURITY, 2020

## SECTION I - EMPLOYEES' COMPENSATION ACT, 1923

TOPIC/HEADING	PAGE	PARTICULARS/PROVISIONS/DETAILS
<b>INTRODUCTION</b>	177	<p>The Second National Commission on Labour, submitted its report in June, 2002 and recommended that the existing set of labour laws should be broadly amalgamated into different groups. These Groups are (a) industrial relations; (b) wages; (c) social security; (d) safety; and (e) welfare and working conditions. The purpose of this Code is to extend social security to all employees and workers either in the organised or unorganised or any other sectors and for other related matters.</p> <p>This Code amalgamates and incorporates the following existing nine laws:</p> <ul style="list-style-type: none"> <li>(i) The Employee's Compensation Act, 1923</li> <li>(ii) The Employees' State Insurance Act, 1948</li> <li>(iii) The Employees' Provident Funds and Miscellaneous Provisions Act, 1952</li> <li>(iv) The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959</li> <li>(v) The Maternity Benefit Act, 1961</li> <li>(vi) The Payment of Gratuity Act, 1972</li> <li>(vii) The Cine-Workers Welfare Fund Act, 1981</li> <li>(viii) The Building and Other Construction Workers' Welfare Cess Act, 1996</li> <li>(ix) The Unorganised Workers' Social Security Act, 2008</li> </ul> <p><b><i>The provisions of the Code majorly came into effect on 21st November, 2025.</i></b></p>
<b>SALIENT FEATURES OF THE CODE</b>	178 to 179	<ul style="list-style-type: none"> <li>• Expanded ESIC (Employees' State Insurance) Coverage</li> <li>• Time-bound EPF (Employees' Provident Fund) Inquiries</li> <li>• Reduced EPF Appeal Deposit</li> <li>• Self-assessment for Construction Cess</li> <li>• Inclusion of Gig and Platform Workers</li> <li>• Social Security Fund</li> <li>• Expanded Definition of Dependents</li> <li>• Uniform Definition of Wages</li> <li>• Commuting Accidents Covered</li> <li>• Gratuity for Fixed-Term Employees</li> <li>• Inspector-cum-Facilitator System</li> <li>• Decriminalization &amp; Monetary Fines</li> <li>• Compounding of Offences</li> <li>• Digitization of Compliance:</li> <li>• Vacancy Reporting</li> </ul>
<b>Important Definitions</b>	179 to 186	<ul style="list-style-type: none"> <li>• Aggregator</li> <li>• Audio-Visual Production</li> <li>• Building Worker</li> <li>• Career Centre</li> <li>• Contract Labour</li> <li>• Corporation</li> <li>• Factory</li> <li>• Family</li> <li>• Fixed Term Employment</li> <li>• Gig Worker</li> <li>• Home-Based Worker</li> <li>• Inter-State Migrant Worker</li> <li>• Plantation</li> <li>• Platform Work</li> <li>• Seasonal Factory</li> <li>• Self-Employed Worker</li> <li>• Social Security Organisation</li> <li>• Unorganised Sector</li> </ul>

		<ul style="list-style-type: none"> <li>• Dependant</li> <li>• Dock Work</li> <li>• Employment Injury</li> <li>• Establishment</li> <li>• Manufacturing Process</li> <li>• National Social Security Board</li> <li>• Occupier</li> <li>• Unorganised Worker</li> <li>• Wages</li> <li>• Wage Worker</li> </ul>
<b>Applicability of the Social Security Code</b>	<b>187 to 188</b>	<p>Refer ICSI Supplement for Table</p> <ul style="list-style-type: none"> <li>• Applicability of Chapter relating to Provident Fund by Agreeing</li> <li>• Power of Central Government to extend the applicability</li> <li>• Applicability of Chapter relating to Employees State Insurance by Agreeing</li> </ul>
<b>Employer and Employee</b>	<b>189</b>	<p><i>Who is an Employer?</i> <i>Who is an Employee?</i></p>
<b>Social Security Organisations (Chapter – II)</b>	<b>190</b>	<p>Social security organisations under this code are responsible for providing, managing, and delivering social security benefits. Important social security organisations are listed below:</p> <ul style="list-style-type: none"> <li>• Board of Trustees of Employees’ Provident Fund</li> <li>• Employees’ State Insurance Corporation</li> <li>• National Social Security Board</li> <li>• State Unorganised Workers’ Board</li> <li>• State Building Workers’ Welfare Boards</li> <li>• State Board, Regional Boards, local committees etc</li> </ul>
<b>EMPLOYEES’ PROVIDENT FUND (CHAPTER – III)</b>	<b>190 to 194</b>	<ul style="list-style-type: none"> <li>• Officers of Central Board i.e. Board of Trustees of the Employees’ Provident Fund (Section 14)</li> <li>• Schemes by the Central Government (Section 15)</li> <li>• Establishment of the Fund and Contribution of Employer and Employee (Section 16)</li> <li>• Liability in case of Contractors (Section 17)</li> <li>• Priority of Payment of Contributions over other Debts (Section 19)</li> <li>• Non-application of Chapter III to Certain Organisations (Section 20)</li> <li>• Authorising Certain Employer to Maintain Provident Fund Accounts (Section 21)</li> <li>• Transfer of Accounts (Section 22)</li> <li>• Appeal to the Tribunal (Section 23)</li> </ul>
<b>EMPLOYEES STATE INSURANCE CORPORATION (CHAPTER – IV)</b>	<b>195 to 203</b>	<ul style="list-style-type: none"> <li>• Principal Officers and Other Staff (Section 24)</li> <li>• Employees’ State Insurance Fund (Section 25)</li> <li>• Purposes for which Employees’ State Insurance Fund may be Expended (Section 26)</li> <li>• All Employees to be Insured (Section 28)</li> <li>• Contribution (Section 29)</li> <li>• Provisions as to Payment of Contributions by Employer etc. (Section 31)</li> <li>• Benefits under Chapter IV (Section 32)</li> <li>• Occupational Disease (Section 36)</li> <li>• Dependants’ Benefit (Section 38)</li> <li>• Medical Benefit (Section 39)</li> </ul>

		<ul style="list-style-type: none"> <li>• Provision of Medical Treatment by State Government or by Corporation (Section 40)</li> <li>• Corporation's Rights when an Employer Fails to Register, etc. (Section 42)</li> <li>• Liability of Owner or Occupier of Factories, etc., for Excessive Sickness Benefit (Section 43)</li> <li>• Constitution of Employees' Insurance Court (Section 48)</li> <li>• Matters to be decided by Employees' Insurance Court (Section 49)</li> </ul>
<b>GRATUITY (CHAPTER – V)</b>	<b>204 to 208</b>	<ul style="list-style-type: none"> <li>• Payment of Gratuity (Section 53) <ul style="list-style-type: none"> <li>○ Amount of Gratuity</li> <li>○ Forfeiture of Gratuity</li> </ul> </li> <li>• Continuous Service (Section 54)</li> <li>• Nomination (Section 55)</li> <li>• Determination of Amount of Gratuity (Section 56)</li> <li>• Compulsory Insurance for Payment of Gratuity (Section 57)</li> </ul>
<b>MATERNITY BENEFIT (CHAPTER – VI)</b>	<b>209 to 213</b>	<ul style="list-style-type: none"> <li>• Prohibition of Working and Employment of Women during Certain Period (Section 59)</li> <li>• Right to Payment of Maternity Benefit (Section 60)</li> <li>• Notice of Claim for Maternity Benefit and Payment thereof (Section 62)</li> <li>• Payment of Medical Bonus (Section 64)</li> <li>• Leave for Miscarriage etc. (Section 65)</li> <li>• Nursing breaks (Section 66)</li> <li>• Creche facility (Section 67)</li> <li>• Dismissal for absence during pregnancy unlawful (Section 68)</li> <li>• No deduction of wages in certain cases (Section 69)</li> <li>• Forfeiture of maternity benefit (Section 70)</li> <li>• Duties of employer (Section 71)</li> <li>• Power of Inspector-cum-Facilitator to direct payments to be made (Section 72)</li> </ul>
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		<ul style="list-style-type: none"> <li>• Compensations in case of Employees through Contracting (Section 85)</li> <li>• Remedies of Employer against Stranger (Section 86)</li> <li>• Registration of Agreements (Section 89)</li> <li>• Form of Application (Section 93)</li> <li>• Appearance of Parties (Section 96)</li> <li>• Appeal against Order of Competent Authority (Section 99)</li> </ul>
<b>SOCIAL SECURITY AND CESS IN RESPECT OF BUILDING AND OTHER CONSTRUCTION WORKERS (CHAPTER – VIII)</b>	<b>225 to 228</b>	<ul style="list-style-type: none"> <li>• Levy and Collection of Cess (Section 100)</li> <li>• Interest Payable on Delay in Payment of Cess (Section 101)</li> <li>• Power to Exempt from Cess (Section 102)</li> <li>• Self-assessment of Cess (Section 103)</li> <li>• Penalty for Non-payment of Cess within the Specified Time (Section 104)</li> <li>• Appeal to Appellate Authority (Section 105)</li> <li>• Registration as Beneficiary (Section 106)</li> <li>• Cessation as a Beneficiary (Section 107)</li> <li>• Building and Other Construction Workers' Welfare Fund and its application (Section 108)</li> </ul>
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# Lecture Kart