

EASE-OF-DOING-BUSINESS

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020



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THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ **EXISTING ACTS BEING REPEALED:**

NEW CODE REPLACING THE REPEALED ACTS	EXISTING ACTS BEING REPEALED
<p>● THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020</p> <p>PRESIDENT’S ASSENT RECEIVED ON 28TH SEPTEMBER, 2020</p>	• THE FACTORIES ACT, 1948
	• THE PLANTATION LABOUR ACT, 1951
	• THE MINES ACT, 1952
	• THE WORKING JOURNALISTS AND OTHER NEWSPAPER EMPLOYEES (CONDITIONS OF SERVICE) AND MISCELLANEOUS PROVISIONS ACT, 1955
	• THE WORKING JOURNALISTS (FIXATION OF RATES OF WAGES) ACT, 1958
	• THE MOTOR TRANSPORT WORKERS ACT, 1961
	• THE BEEDI AND CIGAR WORKERS (CONDITIONS OF EMPLOYMENT) ACT, 1966
	• THE CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970
	• THE SALES PROMOTION EMPLOYEES (CONDITIONS OF SERVICE) ACT, 1979
	• THE INTER-STATE MIGRANT WORKMEN (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICES) ACT, 1979
	• THE CINE-WORKERS AND CINEMA THEATRE WORKERS (REGULATION OF EMPLOYMENT) ACT, 1981
	• THE DOCK WORKERS (SAFETY, HEALTH AND WELFARE) ACT, 1986
• THE BUILDING AND OTHER CONSTRUCTION WORKERS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICES) ACT, 1966	
<p><i>SAFE WORKING ENVIRONMENT AND A HEALTHY WORKER AND HIS FAMILY ARE BOON TO ANY ORGANISATION’S GROWTH AND PROSPERITY.</i></p>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ **APPLICABILITY:**

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS	
<ul style="list-style-type: none"> • NOT APPLICABLE TO :- • OFFICES OF :- • CENTRAL GOVERNMENT AND • STATE GOVERNMENT AND • ANY SHIP OF WAR OF ANY NATIONALITY 	<ul style="list-style-type: none"> • NO SUCH PROVISION 	
<ul style="list-style-type: none"> • APPLICABLE TO :- • CONTRACT LABOUR ENGAGED THROUGH A CONTRACTOR 		
<ul style="list-style-type: none"> • IN OFFICES OF :- 		
<ul style="list-style-type: none"> • CENTRAL GOVERNMENT OR 		
<ul style="list-style-type: none"> • STATE GOVERNMENT, 		
<ul style="list-style-type: none"> • WITH RESPECTIVE JURISDICTIONS 		
<p><i>To bring the gap, the Code on Occupational Health, Safety and Working Conditions, 2020 meets the need of migrant workers by bringing jobs to the workers' doorstep.</i></p>		

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • CODE NOT TO APPLY :- • FOR EXCAVATION IN MINE BEING MADE FOR PROSPECTING PURPOSE ONLY • NOT FOR OBTAINING MINERALS FOR SALE 	<ul style="list-style-type: none"> • DOES NOT EXIST IN THIS FORM
<p><i>Manufacturers and other companies may get a higher level of impunity as they employ workers through contractors with Government proposing to regulate the functioning of manpower supplying agencies under the Occupational Safety, Health and Working Conditions Code, 2020.</i></p>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ REGISTRATION:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • COMMON REGISTRATION FOR CONTRACTORS, FACTORIES AND INDUSTRIAL PLACES 	<ul style="list-style-type: none"> • SEPARATE REGISTRATION
<ul style="list-style-type: none"> • REGISTER ELECTRONICALLY 	
<p><i>The Code also protects the interest of the workers and provides fillip to the Government's Employment formalisation drive.</i></p>	

➤ DUTIES OF EMPLOYER:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • TO ENSURE AND PROVIDE :- • HAZARD FREE WORKPLACE • OCCUPATIONAL SAFETY AND HEALTH • FREE ANNUAL HEALTH EXAMINATION OF EMPLOYEES • DISPOSAL OF HAZARDOUS AND TOXIC WASTE • ISSUE OF APPOINTMENT LETTER TO EMPLOYEES • NO CHARGE LEVIED ON EMPLOYEES FOR COMPLIANCES • TO SEND NOTICE OF ACCIDENT 	<ul style="list-style-type: none"> • SOME PROVISIONS EXIST
<p><i>Contractors employing less than 50 contract workers, do not require to obtain their licence.</i></p>	

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • EMPLOYER TO PROVIDE FOR HEALTH, SAFETY AND WORKING CONDITIONS, VIZ. :- • CLEANLINESS AND HYGIENE • VENTELATION, HUMIDIFICATION • FREE FORM DUST, NOXIOUS GAS, FUMES ETC. • POTABLE DRINKING WATER • ADEQUATE LIGHTING • SUFFICIENT LATRINES AND URINALS • EFFECTIVE TREATMENT OF WASTE AND EFFLUENT 	<ul style="list-style-type: none"> • SUCH PROVISIONS EXIST
<p><i>National and State licence for contract staffing under OSH Code will be a progressive step.</i></p>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ DUTIES OF DESIGNER ETC.:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • DESIGNERS, MANUFACTURERS, IMPORTERS AND SUPPLIERS TO :- • ENSURE ARTICLES PROVIDED BY THEM FOR USE BY EMPLOYEES • ARE SAFE AND WITHOUT RISK TO HEALTH • TO WORKERS WHEN PROPERLY USED 	<ul style="list-style-type: none"> • NO SUCH PROVISION
<p><i>Opportunity for over 390 million informal workers to be employed through formal staffing organisations.</i></p>	

➤ DUTIES OF EMPLOYEES:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • EVERY EMPLOYEE SHALL :- • RESPONSIBLE FOR HEALTH OF SELF AND OTHER EMPLOYEES • COMPLY WITH SAFETY AND HEALTH STANDARDS • COOPERATE EMPLOYER TO MEET STATUTORY OBLIGATIONS • NOT TO INTERFERE WITH APPLIANCES • NOT TO ENDANGER SELF AND OTHERS • PERFORM DUTIES AS PRESCRIBED 	<ul style="list-style-type: none"> • SIMILAR PROVISIONS EXIST
<p><i>The OSH Code expands the definition of migrant workers to include those workers who would be directly employed by the employer besides by the contractor.</i></p>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ RIGHTS OF EMPLOYEES:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • EVERY EMPLOYEE SHALL HAVE RIGHT TO • OBTAIN FROM EMPLOYER INFORMATION ABOUT • EMPLOYEE'S HEALTH AND SAFETY • AND REPORT TO SAFETY COMMITTEE ALSO 	<ul style="list-style-type: none"> • NO SUCH PROVISION
<p><i>It has been made possible that a migrant worker, who comes for work on his own, in the destination State, can declare himself a migrant worker by registering on an electronic portal on the basis of self-declaration seeded with Aadhar.</i></p>	

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • IN HAZARDOUS PROCESS IN A FACTORY :- • IF WORKERS APPREHEND DANGER TO THEIR LIVES • TO BRING TO NOTICE OF OCCUPIER • FOR IMMEDIATE CORRECTIVE ACTION 	<ul style="list-style-type: none"> • NO SUCH PROVISION
<p><i>Migrant workers will be able to enjoy the benefits of portability in respect of ration and avail benefits.</i></p>	

➤ SAFETY OF WORKER IN FACTORY:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • APPROPRIATE GOVERNMENT MAY MAKE PROVISIONS FOR :- • FACTORIES EXPOSING WORKERS OF BODILY INJURY • POISENING OR DISEASE • PROHIBIT :- • PREGNANT WOMEN IN MANUFACTURING PROCESS • PERIODICAL MEDICAL EXAMINATION OF WORKERS • OCCUPIER TO APPOINT A QUALIFIED PERSON TO HANDLE HAZARDOUS SUBSTANCES 	<ul style="list-style-type: none"> • NO SUCH PROVISION
<p><i>Migrant workers will also be able to receive benefits from Building and Other Construction Cess.</i></p>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ SAFETY COMMITTEE AND SAFETY OFFICER:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • THERE SHALL BE A SAFETY COMMITTEE IN :- • FACTORY WITH 500 WORKERS • FACTORY WITH HAZARDOUS PROCESS WITH 250 WORKERS • BUILDING AND OTHER CONSTRUCTION WORK WITH 250 WORKERS • MINE WITH 100 WORKERS • EMPLOYER ALSO TO EMPLOY :- • QUALIFIED SAFETY OFFICER 	<ul style="list-style-type: none"> • WITH 1000 WORKERS • SIMILAR PROVISIONS EXIST
<p><i>Migrant workers can also avail benefits under ESI and EPF Schemes and annual free medical check-up.</i></p>	

➤ WELFARE OFFICER:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • EMPLOYER EMPLOYING 250 WORKERS 	<ul style="list-style-type: none"> • ON 500 WORKERS IN FACTORY
<ul style="list-style-type: none"> • TO APPOINT 	
<ul style="list-style-type: none"> • WELFARE OFFICER 	<ul style="list-style-type: none"> • SIMILAR PROVISION EXIST
<ul style="list-style-type: none"> • IN FACTORY, MINE, PLANTATION 	
<p><i>Under the Occupational Safety, Health and Working Conditions Code that entails a single licence for staffing firms to hire workers on contract across different locations instead of multiple licences earlier, has come as a big relief.</i></p>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ INSPECTOR-CUM-FACILITATOR:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • WEB-BASED INSPECTIONS 	<ul style="list-style-type: none"> • NO SUCH PROVISION
<ul style="list-style-type: none"> • INSPECTOR-CUM-FACILITATOR TO ALSO ADVISE 	
<ul style="list-style-type: none"> • EMPLOYER AND EMPLOYEES FOR COMPLIANCE ETC. 	
<ul style="list-style-type: none"> • ALSO PROVISION FOR APPOINTMENT OF :- 	
<ul style="list-style-type: none"> • ADDL. CHIEF INSPECTOR-CUM-FACILITATOR 	
<ul style="list-style-type: none"> • JOINT CHIEF INSPECTOR-CUM-FACILITATOR 	
<ul style="list-style-type: none"> • DEPUTY CHIEF INSPECTOR-CUM-FACILITATOR 	
<p><i>The Occupational Safety, Health and Working Conditions Code seeks to ensure a safe working environment.</i></p>	

➤ SPECIAL POWERS OF INSPECTOR-CUM-FACILITATOR:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • IF A CONDITION MAY CAUSE SERIOUS HAZARD OR IMMINENT DANGER 	<ul style="list-style-type: none"> • EXISTS IN DIFFERENT FORM
<ul style="list-style-type: none"> • TO THE LIVES OF PERSONS EMPLOYED OR GENERAL PUBLIC 	
<ul style="list-style-type: none"> • INSPECTOR-CUM-FACILITATOR MAY PROHIBIT 	
<ul style="list-style-type: none"> • SUCH OCCUPIER FROM EMPLOYING ANY PERSON 	
<p><i>Under the Code, workers employed for 180 days are eligible for leave; when earlier threshold is 240 days.</i></p>	

➤ EMPLOYMENT OF WOMEN:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • EMPLOYMENT OF WOMEN DURING NIGHT SHIFT 	<ul style="list-style-type: none"> • PERMITTED IN SOME STATES WITH SPECIFIC PERMISSION
<ul style="list-style-type: none"> • BETWEEN 07.00 P.M. AND 06.00 A.M. 	
<ul style="list-style-type: none"> • PERMITTED WITH CONSENT OF WOMAN 	
<ul style="list-style-type: none"> • SUBJECT TO CONDITION OF THEIR 	
<ul style="list-style-type: none"> • SAFETY 	
<ul style="list-style-type: none"> • HOLIDAY 	
<ul style="list-style-type: none"> • WORKING HOURS 	
<p><i>The Code fixes the maximum daily work limit at 8 hours a day.</i></p>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ CONTRACT LABOUR:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • APPLICABLE ON EMPLOYING 50 CONTRACT LABOUR 	<ul style="list-style-type: none"> • IT IS 20. SOME STATES HAVE CHANGED
<ul style="list-style-type: none"> • PROVISION FOR MULTI-STATES OR PAN INDIA LICENCE VALID FOR 5 YEARS 	<ul style="list-style-type: none"> • NO SUCH PROVISION
<ul style="list-style-type: none"> • CONTRACTOR CAN NOT CHARGE ANY FEE OR COMMISSION FROM CONTRACT LABOUR 	NO SUCH PROVISION
<ul style="list-style-type: none"> • PRINCIPAL EMPLOYER TO PROVIDE WELFARE FACILITIES TO CONTRACT LABOUR 	<ul style="list-style-type: none"> • IT IS CONTRACTOR'S RESPONSIBILITY
<ul style="list-style-type: none"> • CONTRACTOR WITH NO LICENCE - IT IS CONTRAVENTION (NO MENTION OF STATUS OF CONTRACT LABOUR) 	<ul style="list-style-type: none"> • IT IS CONTRAVENTION
<i>Women employees will be entitled to be employed in all establishments for all types of work.</i>	

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • CONTRACTOR TO PAY WAGES THROUGH BANK TRANSFER OR ELECTRONIC MODE AND INFORM P.E. ELECTRONICALLY 	<ul style="list-style-type: none"> • SIMILAR PROVISION EXISTS
<ul style="list-style-type: none"> • PROHIBITION TO EMPLOY CONTRACT LABOUR IN CORE ACTIVITIES 	<ul style="list-style-type: none"> • NO SUCH PROVISION
<ul style="list-style-type: none"> • APPROPRIATE GOVERNMENT TO APPOINT A PERSON TO DECIDE WHAT IS CORE ACTIVITY 	<ul style="list-style-type: none"> • NO SUCH PROVISION
<i>Distinction between contract labour and inter-state migrant workers has been made clear.</i>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ **CORE ACTIVITY:**

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • ANY ACTIVITY FOR WHICH ESTABLISHMENT IS SET UP, INCLUDES ACTIVITY ESSENTIAL OR NECESSARY 	<ul style="list-style-type: none"> • NO SUCH PROVISION EXCEPT IN THE STATE OF ANDHRA PRADESH
<ul style="list-style-type: none"> • PROVIDED – FOLLOWINGS ARE NOT ESSENTIAL OR NECESSARY IF ESTABLISHMENT IS NOT SET UP FOR THAT 	
<ul style="list-style-type: none"> • SANITATION WORK, SWEEPING, CLEANING, DUSTING, COLLECTING AND DISPOSAL OF ALL KINDS OF WASTE 	
<ul style="list-style-type: none"> • WATCH AND WARD, SECURITY SERVICES 	
<ul style="list-style-type: none"> • LOADING AND UNLOADING OPERATIONS 	
<ul style="list-style-type: none"> • RUNNING HOSPITALS, EDUCATIONAL AND TRAINING INSTITUTIONS, GUEST HOUSES, CLUBS, SPORTS SERVICES 	
<ul style="list-style-type: none"> • COURIER SERVICES AS SUPPORT SERVICES 	
<ul style="list-style-type: none"> • CIVIL AND OTHER CONSTRUCTION WORK INCLUDING MAINTENANCE 	
<p><i>In hazardous and dangerous operations, the Government may require employer to have adequate safety safeguards in place prior to employment.</i></p>	

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • GARDENING, MAINTENANCE OF LAWNS ETC. 	<ul style="list-style-type: none"> • NO SUCH PROVISION EXCEPT IN THE STATE OF ANDHRA PRADESH
<ul style="list-style-type: none"> • HOUSEKEEPING, LAUNDARY AND OTHER SUPPORT SERVICES 	
<ul style="list-style-type: none"> • TRANSPORT SERVICES, AMBULANCE SERVICES 	
<ul style="list-style-type: none"> • ACTIVITY OF INTERMITTENT NATURE EVEN IF CORE 	
<p><i>Provision for insurance coverage has been extended to plantation workers.</i></p>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ INTER-STATE MIGRANT WORKER

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • APPLICABLE TO ESTABLISHMENT EMPLOYING 10 OR MORE INTER-STATE MIGRANT WORKERS 	<ul style="list-style-type: none"> • IT IS 5 ISMW
<ul style="list-style-type: none"> • EMPLOYER TO PAY FARE TO AND FRO NATIVE HOME ONCE A YEAR 	<ul style="list-style-type: none"> • SUCH PROVISION EXISTS
<ul style="list-style-type: none"> • APPROPRIATE GOVERNMENT TO PROVIDE TOLL FREE HELPLINE 	<ul style="list-style-type: none"> • NO SUCH PROVISION
<p><i>Free annual health check-up and bipartite Safety Committee has been introduced for establishments such as factories, mines and plantation sectors in places of hazardous working conditions.</i></p>	

➤ AUDIO-VISUAL WORKERS:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • PROHIBITION TO EMPLOY WITHOUT WRITTEN AGREEMENT REGISTERED WITH COMPETENT AUTHORITY 	<ul style="list-style-type: none"> • NO SUCH PROVISION
<p><i>The Code empowers a State Government to exempt any new factory from the provisions of the Code to create more economic activity and jobs.</i></p>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ **BIDI AND CIGAR WORKERS:**

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> NO EMPLOYER CAN USE ANY PREMISES WITHOUT A LICENCE 	<ul style="list-style-type: none"> NO SUCH PROVISION
<i>Inter-State migrant workers drawing wages under Rs. 18,000 per month are eligible for availing benefits under Code.</i>	

➤ **NATIONAL OCCUPATIONAL SAFETY AND HEALTH ADVISORY BOARD:**

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> CENTRAL GOVERNMENT TO CONSTITUTE :- NATIONAL OCCUPATIONAL SAFETY AND HEALTH ADVISORY BOARD 	<ul style="list-style-type: none"> NO SUCH PROVISION
<i>A toll-free helpline will be provided to migrant workers.</i>	

➤ **SOCIAL SECURITY FUND:**

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> APPROPRIATE GOVERNMENT SHALL ESTABLISH SOCIAL SECURITY FUND FOR WELFARE ACTIVITIES FOR WORKERS IN UNORGANISED SECTOR WITH FUNDS FROM COMPOSITION FUND, PENALTIES AND OTHER SOURCES 	<ul style="list-style-type: none"> NO SUCH PROVISION
<i>Contract will pay wages to workers electronically or through bank transfer.</i>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ HOURS OF WORK AND OVERTIME:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
• 8 HOURS PER DAY	• PROVISION EXISTS
• 48 HOURS IN A WEEK	
• SPREADOVER UPTO 12 HOURS	• IT HAS BEEN UNIFORMED
• OVERTIME WITH CONSENT OF WORKER	• NO SUCH PROVISION
• OVERTIME BETWEEN 15-30 MINUTES = 30 MINUTES	• NO SUCH PROVISION
• OVERTIME OVER 30 MINUTES = 1 HOUR	• PROVISION EXISTS
• OVERTIME WAGE RATE = TWICE OF NORMAL WAGE	• PROVISION EXISTS
• DISPLAY NOTICE FOR PERIOD OF WORK EVERYDAY	• PROVISION EXISTS
<i>Contractors can pay their contributions to social security schemes electronically and in timely manner.</i>	

➤ ANNUAL LEAVE, ACCUMULATION & ENCASHMENT:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
• AFTER WORKING FOR 180 DAYS	• IT IS AFTER 240 DAYS
• ONE DAYS LEAVE FOR EVERY 20 DAYS OF WORK	• IT HAS BEEN UNIFORMED
• CARRY FORWARD OF UNVAILED LEAVE = 30 DAYS	
• ENCASHMENT OF LEAVE OVER 30 DAYSLEAVES	• NO SUCH PROVISION
<i>Encashment of leave over and above maximum limit will be encashable, while such leaves were lapsed earlier.</i>	

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

➤ REGISTERS, RECORDS, RETURNS:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • MAINTAIN RECORDS ELECTRONICALLY OR OTHERWISE • DISPLAY NOTICES • ISSUE WAGE SLIPS • FILE RETURN 	<ul style="list-style-type: none"> • EXIST IN MORE NUMBERS
<p><i>Less number of registers, forms and returns will be a big respite from multiplicity of records maintenance.</i></p>	

➤ OFFENCES AND PUNISHMENT:

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • HIGHER AMOUNTS OF FINE • RANGING FROM RS. 50,000 TO RS. 3,00,000 • RS. 2,000 PER DAY IN SOME CASES • HIGHER PERIOD OF IMPRISONMENT • RANGING FROM UPTO 3 MONTH UPTO 6 MONTHS 	<p>LOWER AMOUNT OF FINE AND LOWER PERIOD OF IMPRISONMENT</p>
<p><i>Business on their part, need to be more responsible and forthcoming to ensure greater compliance.</i></p>	

➤ SCHEDULES

AS PER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020	AS PER EXISTING LAWS
<ul style="list-style-type: none"> • FIRST SCHEDULE: LIST OF INDUSTRIES INVOLVING HAZARDOUS PROCESS • SECOND SCHEDULE: LIST OF MATTERS (REG: OCCUPATIONAL SAFETY AND HEALTH STANDARDS) • THIRD SCHEDULE: LIST OF NOTIFIABLE DISEASES 	<ul style="list-style-type: none"> • SIMILAR PROVISIONS EXIST
<p><i>Code is a big relief to establishments operating in more than one State.</i></p>	

Contact Us



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THANK YOU!