

DGST PROFESSIONALS GROUP

MARCH 14, 2026

COMPLIANCES UNDER OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE 2020:

KEY COMPLIANCES REQUIRED BY EMPLOYERS:

1.REGISTRATION: SECTION 3.

THIS CODE IS APPLICABLE FROM 01-04-2026. EVERY ESTABLISHMENT TO WHICH THIS CODE IS APPLICABLE, IS REQUIRED TO APPLY FOR THE REGISTRATION ELECTRONICALLY IN FORM NO. 1 WITHIN 60 DAYS FROM THE DATE OF SUCH APPLICABILITY. REGISTRATION AFTER THE DUE DATE WILL ATTRACT LATE FEES. A CERTIFICATE OF REGISTRATION SHALL BE ISSUED BY THE REGISTERING AUTHORITY WITHIN THE PRESCRIBED PERIOD. AND IT SHALL BE DISPLAYED IN THE PREMISES OF THE ESTABLISHMENT. SINGLE REGISTRATION IS REQUIRED FOR ALL THE FOUR LABOUR CODES. NO OTHER LICENSE IS REQUIRED BY THE ESTABLISHMENT.

DEEMED REGISTRATION: IF THE REGISTERING AUTHORITY FAILS TO REGISTER WITHIN THE PRESCRIBED PERIOD, THE ESTABLISHMENT SHALL BE DEEMED TO HAVE BEEN REGISTERED AND REGISTRATION CERTIFICATE SHALL BE ISSUED.

ANY CHANGE IN THE OWNERSHIP, MANAGEMENT OR IN ANY PARTICULARS, SHALL BE INTIMATED WITHIN THIRTY DAYS OF SUCH CHANGE.

IF THE REGISTRATION HAS BEEN OBTAINED BY MEANS OF MISREPRESENTATION OR SUPPRESSION OF MATERIAL FACTS, IT SHALL BE DEEMED TO BE THE CONTRAVENTION OF THE CODE FOR THE PURPOSE OF THE PROSECUTION OF THE EMPLOYER U/S 94. BUT THIS WILL NOT AFFECT THE RUNNING OF THE ESTABLISHMENT.

APPEAL: SECTION 4.

ANY PERSON AGGRIEVED BY AN ORDER U/S 3, MAY FILE AN APPEAL WITHIN 30 DAYS TO THE APPELLATE OFFICER.

2.DUTIES OF EMPLOYER AND EMPLOYEE: SECTION 6.

EVERY EMPLOYER SHALL ENSURE THAT WORKPLACE IS FREE FROM HAZARDS, WHICH CAUSE INJURY OR DISEASE. WORKING ENVIRONMENT THAT IS SAFE AND RISK FREE. EMPLOYER TO PROVIDE PROTECTIVE EQUIPMENT AND NOTIFY ANY ACCIDENT TO THE APPROPRIATE AUTHORITY.

ANNUAL HEALTH EXAMINATION: FREE HEALTH CHECK UP TO EMPLOYEES ABOVE 40 YEARS IN NOTIFIED ESTABLISHMENT.

THE EMPLOYER SHALL ENSURE THE PROPER DISPOSAL OF HAZARDOUS AND TOXIC WASTE AND E-WASTE.

ISSUE FORMAL LETTER OF APPOINTMENT TO ALL THE EMPLOYEES. IF NOT ISSUED EARLIER, THEN ISSUE APPOINTMENT LETTER WITHIN 3 MONTHS FROM THE COMMENCEMENT OF THIS CODE.

EVERY EMPLOYEE MUST TAKE CARE OF THEIR SAFETY AND COMPLY WITH THE SAFETY STANDARDS AND REPORT ANY UNSAFE CONDITIONS TO THE EMPLOYER.

WORKING HOURS: MAXIMUM 8 HOURS A DAY OR 48 HOURS A WEEK WITH COMPENSATION FOR OVERTIME.

WOMEN ARE ALLOWED TO WORK IN THE NIGHT SHIFT WITH CONSENT. THE CONSENT SHOULD BE IN WRITING. EMPLOYER MUST ENSURE THE TRANSPORTATION AND SAFETY OF WOMEN EMPLOYEES.

PROVISION OF CLEAN DRINKING WATER AND SUFFICIENT NUMBER OF TOILETS IS MANDATORY.

3.NOTICE OF CERTAIN DISEASES: SECTION 12.

WHERE ANY WORKER CONTRACTS ANY DISEASE SPECIFIED IN THIRD SCHEDULE (POISONING), THE EMPLOYER SHALL SEND A NOTICE TO THE APPROPRIATE AUTHORITY.

IF ANY MEDICAL PRACTITIONER ATTENDS TO SUCH PERSON AS SAID ABOVE, THE MEDICAL PRACTITIONER SHALL SEND A MEDICAL REPORT TO THE CHIEF INSPECTOR CUM FACILITATOR.

4.DUTIES OF EMPLOYEES: SECTION 13.

EVERY EMPLOYEE SHALL TAKE REASONABLE CARE FOR HEALTH AND SAFETY OF HIMSELF AND OTHER PERSONS WHO MAY BE AFFECTED BY HIS ACTS.

EVERY EMPLOYEE SHALL CO-OPERATE WITH THE EMPLOYER IN MEETING THE STATUTORY OBLIGATIONS UNDER THIS CODE. IF ANY SITUATION WHICH IS UNSAFE OR UNHEALTHY COMES TO HIS KNOWLEDGE, REPORT SUCH SITUATION TO THE EMPLOYER.

5. RIGHT OF EMPLOYEE: SECTION 14.

EVERY EMPLOYEE SHALL HAVE THE RIGHT TO OBTAIN FROM THE EMPLOYER INFORMATION RELATING TO HEALTH AND SAFETY OF THE EMPLOYEES AT WORKPLACE.

PRESENTATION BY:

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THANK YOU