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RESEARCH CORNER



- [Beyond Compliance: OSH Code, 2020 and the Shift to Rights-Based Workplace Safety](#)

Beyond Compliance: OSH Code, 2020 and the Shift to Rights-Based Workplace Safety

The Occupational Safety, Health and Working Conditions Code, 2020 represents a significant legislative effort to unify India's historically fragmented occupational safety framework by consolidating thirteen sectors-specific labour statutes into a single code. This paper critically examines whether the OSH Code, as enacted, signals a substantive transformation from a fragmented and enforcement-driven regulatory model to a right-oriented and facilitative system of workplace safety governance grounded in constitutional guarantees under Article 21 of the Constitution of India. Using a doctrinal and policy-analysis approach, the paper analyses the architecture and operative provisions of the OSH Code through the interrelated perspectives of employers, workers, and regulators. The paper argues that while the OSH Code has the normative capacity to strengthen occupational safety governance and accountability in India, its practical efficacy remains contingent upon the scope and quality of delegated rule-making, consistency of State-level implementation, and institutional capacity for facilitative enforcement. By combining plain-language statutory exposition with constitutional and jurisprudential analysis, the paper seeks to bridge the gap between legislative design, legal doctrine, and compliance practice, and to contribute to the evolving discourse on labour law reform in post-consolidation India.



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INTRODUCTION

Work is central to human dignity and social development, requiring that economic growth be accompanied by safe, humane, and dignified working conditions. In India, this evolving conception—shifting from mere subsistence needs (*Roti, Kapda aur Makaan*) to employment, security, and respect (*Rozgaar, Suraksha aur Samman*)—forms the normative basis of labour regulation. Historically, Indian labour law emerged from exploitative colonial conditions marked by unsafe workplaces, coercive contracts, and minimal legal protection, with early statutes offering limited safeguards driven more by imperial interests than worker welfare. Post-Independence legislation expanded protections but resulted in a fragmented regulatory regime comprising multiple sector-specific laws with overlapping jurisdictions, inconsistent definitions, weak penalties, and

limited coverage of emerging forms of work. Influenced by International Labour Organization principles linking social justice with occupational safety and health, India consolidated this fragmented framework into four Labour Codes. The Occupational Safety, Health and Working Conditions Code, 2020 represents this reform effort by establishing a unified, contemporary framework aimed at aligning economic growth with worker safety, health, and dignity.

The 13 Laws that were replaced	
Old Law	Covered
Factories Act, 1948	Manufacturing workers
Mines Act, 1952	Mining operations
Plantations Labour Act, 1951	Tea, coffee, rubber plantations
Contract Labour Act, 1970	Contract workers
Building & Construction Workers Act, 1996	Construction sites
Dock Workers Act, 1986	Ports and dockyards
Inter-State Migrant Workmen Act, 1979	Workers crossing state borders
Motor Transport Workers Act, 1961	Road transport workers
Beedi & Cigar Workers Act, 1966	Beedi and cigar workers
Working Journalists Act, 1955	Journalists
Sales Promotion Employees Act, 1976	Sales promotion staff

Working Journalists (Wages) Act, 1958	Journalist wage fixation
Cine-Workers & Cinema Theatre Workers Act, 1981	Film and cinema workers
All thirteen of these laws have been repealed. The OSH Code now covers all of them — under one registration, one inspector, one set of rules.	

- Licencing decisions can similarly be appealed within 30 days.
- The appeal must be filed electronically and is disposed of electronically within 30 days.

Step 3: Know Your Duties (Section 6)

The Code sets out a clear list of what every employer must do. These are not guidelines — they are legal obligations:

WHAT EMPLOYERS MUST KNOW AND DO

The Code applies to establishments once prescribed workforce thresholds are met. In general, it covers most establishments employing 10 or more workers, with higher thresholds for factories (20 with power; 40 without power). Mines, docks/ports, and hazardous or life-threatening activities are covered irrespective of worker strength, while contract labour provisions apply when 50 or more contract workers are engaged.

KEYNOTE	If your establishment falls under any hazardous or life-threatening activity notified by the Central Government, the threshold of 10 workers does NOT apply. You must comply irrespective of headcount.
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Your Duty	What It Means in Practice
Hazard-free workplace (S.6(1)(a))	Identify all risks. Provide proper equipment. Maintain machines. Fix problems promptly.
Safe systems of work (S.6(1)(b))	Have written procedures for dangerous tasks. Train workers before they start.
Free health check-up every year (S.6(1)(c))	Pay for annual medical examination for every employee. You cannot charge the worker.
Safe handling of materials (S.6(1)(d))	Proper storage, transport, and disposal of chemicals, waste, and equipment.
E-waste disposal (S.6(1)(e))	Dispose of electronic waste safely. New obligation — no equivalent under old laws.
Letter of Appointment (S.6(1)(f))	Every employee must receive a written letter of appointment. Existing employees: issue within 3 months of the Code's commencement.
No cost to workers (S.6(1)(g))	You cannot recover the cost of safety equipment, health checks, or welfare facilities from workers.

Step 1: Register Your Establishment

You must register under the OSH Code (Section 3). This is a single online registration — not the multiple registrations previously required under 13 different laws. If you already had a registration under one of the old laws, that registration is treated as valid under the OSH Code, provided you update your details within the prescribed time.

Important: If you do not register, you cannot legally employ workers. This is more serious than a penalty — it can stop your business operations entirely.

Step 2: Obtain a Licence (If required)

Contractors who supply workers, and employers running factories or hazardous premises, need a licence under Section 119. One combined licence now covers factories, beedi/cigar premises, and contract labour engagement. Contractors can get a 'work-specific licence' for a single project or a 'national licence' to operate across multiple states.

Appeal Against Registration/Licence Decisions (Sections 4, 52, 75, 119)

- Any person aggrieved by a registration order can appeal within 30 days to the designated Appellate Officer.
- The Appellate Officer must dispose of the appeal within 30 days of receipt.

Step 4: Welfare Facilities You Must Provide

The Code requires specific welfare facilities depending on the size of your workforce:

Welfare Facility	Threshold/Trigger	Applicable Establishments
Washing facilities (separate for male/female)	All employers — no threshold	All establishments
Bathing places and locker rooms (separate for male, female, transgender)	All employers — no threshold	All establishments
Sitting arrangements for employees who work standing	All employers — no threshold	All establishments
Storage for clothing + drying of wet clothing	All employers — no threshold	All establishments
Canteen facility	100 or more workers (including contract labourers)	All establishments

First-aid boxes with adequate contents — accessible during all working hours	All employers — no threshold	All establishments
Medical examination before employment and at specific intervals	All mines	Mines
Ambulance room	More than 500 workers ordinarily employed	Factories, Mines, Construction
Rest rooms / shelter rooms — separate for male, female, transgender	More than 50 workers	Factories and Mines
Lunch room	More than 50 workers	Factories and Mines
Creche for children under 6 of employees	More than 50 workers	All establishments
Welfare Officer	250 or more workers ordinarily employed	Factories, Mines, Plantations

Creche — Common Facility Option

Establishments need not set up a separate Creche. They may avail of a common Creche facility provided by the Central Government, State Government, Municipality, private entity, NGO, or pool resources with other establishments for a joint Creche (Section 24(3)).

Step 5: Special Rules for Contract Workers

If you engage contract workers through a contractor:

- The contractor must hold a valid licence under the OSH Code. If they do not, you (the principal employer) are liable.
- You cannot use contract labour for ‘core activities’ of your business — unless specific exceptions apply (e.g., the activity is ordinarily done through contractors, or there is a sudden surge in work volume).
- Welfare facilities for contract workers are now your primary responsibility — not the contractor’s secondary obligation as under the old law. The cost-recovery mechanism from contractors has been removed.

Action point: Review all manpower supply agreements immediately. Ensure licences are valid and contracts clearly allocate safety responsibilities.

Step 6: Working Hours and Leave

The OSH Code regulates hours of work, overtime, annual leave, and shifts (as the Factories Act did). Key points:

- Maximum 8 hours per day / 48 hours per week for most workers.
- Overtime rate: twice the ordinary wage rate.
- Workers must have at least one rest day in every 7 days.
- Annual leave: 1 day for every 20 days of work completed in the year.

The OSH Code permits women to be employed for all types of work during night hours (6 PM to 6 AM), provided: (a) the woman consents; (b) the employer ensures her safety and security; and (c) conditions on working hours and holidays are met.

Note: State-level shops and establishments laws continue to apply alongside the OSH Code. Where there is a conflict, apply whichever provision is more favourable to the employee.

Step 7: Women Working Night Shifts

The OSH Code permits women to be employed for all types of work during night hours (6 PM to 6 AM), provided: (a) the woman consents; (b) the employer ensures her safety and security; and (c) conditions on working hours and holidays are met. This is a central-level enabling provision — but State rules and shops/establishments laws must also be checked.

What Happens If You Break the Rules?

Penalties under the OSH Code are significantly higher than under the old laws. Ignorance is not a defence.

Offence	Penalty
General non-compliance (S.94)	Fine of Rs. 2-3 Lakhs. Rs. 2,000 per day for continuing violation.
Obstructing the Inspector (S.95)	Up to 3 months imprisonment OR Rs. 1 Lakh.
Not maintaining registers / filing returns (S.96)	Fine of Rs. 1 Lakh (Rs. 2 Lakhs on repeat).
Safety failures in hazardous factory (S.102)	Up to 2 years imprisonment + Rs. 5 Lakhs.
Repeat hazardous safety breach (S.102(2))	Up to 3 years imprisonment OR Rs. 20 Lakhs.
Worker death caused by your violation (S.103)	Up to 2 years imprisonment + minimum Rs. 5 Lakhs fine. 50% of fine goes to the deceased worker’s family.
Serious injury caused by your violation (S.103)	Up to 1 year imprisonment + Rs. 2-4 Lakhs. 50% to the injured worker.

Who is an ‘Employer’ Under the Code?

The definition of employer is broad and inclusive. It covers:

- Any person who employs workers directly or through a third person
- In a Factory:** The Occupier of the factory
- In a Mine:** The Owner, Agent, or Manager
- In Government establishments:** The head of department or person specified

- e. **In local authority establishments:** The Chief Executive
- f. Contractors and sub-contractors
- g. Legal representatives of a deceased employer

DIRECTOR/ CS ALERT	In companies, any ONE director (other than an Independent Director as defined under Companies Act, 2013) shall be deemed to be the ‘Occupier’ of a factory. Independent Directors are explicitly excluded. This means the Board must designate a Director as Occupier and ensure they are registered.
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Personal Liability of Directors and Company Secretaries

The OSH Code goes further than most people realise. It does not just fine the company — it can hold individual officers personally liable.

Section 109(2) — Named Officers
If a company commits an offence under the OSH Code and that offence is attributable to the consent, connivance, or neglect of any Director, Manager, or Company Secretary — that individual is personally liable to the same penalty as the company itself.
What this means:
<ul style="list-style-type: none"> • A Company Secretary who knew about a safety risk, was advised of it, and did nothing — can be prosecuted personally. • A Director designated as ‘Occupier’ of a factory carries the full burden of the employer’s safety duties under the Code. • Independent Directors are excluded from being the ‘Occupier’ (Section 2(zs)) — but they are NOT excluded from Section 109(2) liability if they were negligent.
Good governance practice: Maintain a documented OSH compliance file — Board resolutions on safety, Safety Committee minutes, training records, health check-up records, incident reports. This file is your ‘due diligence’ defence in any prosecution.

First Offence? You Get a Chance to Fix It

Under Section 110(1), before any prosecution is launched, the Inspector must give the employer a written notice and 30 days to correct the violation. This is called the ‘comply before prosecute’ principle.

But this does not apply if: (a) a worker has been killed or injured; or (b) the same violation has happened before within the last 3 years. In those cases, prosecution can be immediate.

You can also settle (compound) most offences by paying 75% of the maximum fine, under Section 114. This option is not available if you have already settled or been convicted for the same offence within the past 3 years.

WHAT EMPLOYEES MUST KNOW

Your Rights Under the OSH Code

The Code gives every worker — factory worker, contract worker, migrant worker, construction worker, journalist, film worker — a set of legally enforceable rights. These cannot be taken away by your employer, your contract, or any workplace policy.

Your Right	What It Means
Safe workplace (S.6(1)(a))	Your employer must remove hazards and maintain safe conditions. You can report any unsafe condition.
Free health check-up (S.6(1)(c))	Every year, your employer must arrange and pay for a medical examination for you.
Letter of Appointment (S.6(1)(f))	You are entitled to a written letter stating your job, pay, and terms. This matters most for informal workers.
No deduction for safety (S.6(1)(g))	Your employer cannot deduct your pay to cover safety equipment, uniforms, health checks, or welfare facilities.
Know your hazards (S.14(1))	You have the right to ask your employer what health and safety risks exist at your workplace.
Raise safety concerns (S.14(1))	If safety is inadequate, you can represent this to your employer or the Safety Committee — and if unsatisfied, to the Inspector.
Full wages during shutdown (S.38)	If the Inspector issues a prohibition order and shuts your workplace, you still get paid your full wages during the shutdown period.

Your Most Important Right: Reporting Imminent Danger

If you genuinely believe that you or your colleagues are in imminent danger of serious injury or death, you have the right to:

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| <ol style="list-style-type: none"> 1. Tell your employer (directly or through the Safety Committee) about the danger. The employer must take corrective action. 2. At the same time, notify the Inspector-cum-Facilitator. 3. The Inspector will investigate and decide whether the danger is real. The Inspector’s decision is final. 4. If the Inspector orders a shutdown, you will continue to receive your wages. |
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Important: The Code does not give you the right to individually walk off the job and refuse to work. The process must go through the Inspector. This is different from some other countries’ laws, and a point that may be reviewed in future amendments.

Your Duties (Section 13) — You Have Responsibilities Too

The Code is not one-sided. Along with rights, every worker also has duties. Breaching these duties can result in a penalty of up to Rs. 10,000. Here is what you must do:

Your Duty	Plain Meaning
Take care of yourself and others (S.13(a))	Don't act carelessly in ways that could hurt you or your colleagues.
Follow safety standards (S.13(b))	Comply with any safety rules notified by the government or your employer.
Cooperate with your employer (S.13(c))	Help your employer meet their safety obligations — attend training, use equipment provided.
Report unsafe conditions (S.13(d))	Tell your employer about hazards or dangerous situations as soon as you notice them. You cannot be penalised for this.
Don't misuse safety equipment (S.13(e))	Do not tamper with, damage, or misuse fire extinguishers, PPE, safety guards, or any protective device.
Don't endanger others (S.13(f))	Do not deliberately create a risk for yourself or others without a genuine reason.

Note on the reporting duty: You cannot be fined for failing to report an unsafe condition (S.13(d)) is excluded from the penalty provision). But you should report — it protects you and your colleagues.

Special Protections for Migrant Workers

If you have been recruited from one state and are working in another state, you have additional protections under the OSH Code:

- You can register yourself on the government portal using Aadhaar and self-declaration — you do not need your employer to do this for you.
- If you are injured at work, the accident must be reported to authorities in both your home state and the state where you are working — and to your next of kin.
- You are entitled to the same welfare facilities and health protections as local workers.

Hazardous Workplaces: Extra Protections

If you work in a factory that deals with dangerous chemicals, explosives, or other hazardous materials, your employer has additional obligations toward you under Sections 84-89:

- The employer must disclose all hazardous information to workers and to people living near the factory.
- The employer must maintain health records for all workers in hazardous processes.

- The employer must carry out periodic medical examinations.
- The employer must have an emergency plan and conduct safety drills.

THE REGULATOR'S NEW ROLE: INSPECTOR-CUM-FACILITATOR

The Name Change Is Not Just Cosmetic

Under the old laws, the enforcement officer was simply the 'Inspector' — someone who arrived, checked compliance, and issued notices. The OSH Code renames and redefines this role. The officer is now the 'Inspector-cum-Facilitator' (Section 34).

The addition of 'Facilitator' is deliberate. Section 35(1(v)) expressly requires the Inspector-cum-Facilitator to supply information and sensitise both employers and workers about the Code and how to comply. Enforcement is the last resort — facilitation is the first step.

Powers of the Inspector-cum-Facilitator (Section 35)

The Inspector-cum-Facilitator has the following powers, which apply to all categories of establishments — not just factories:

Power	What It Enables
Enter and inspect	Enter any workplace at any reasonable time to inspect conditions, records, and equipment.
Search and seize	Take samples of materials, substances, or equipment that may be evidence of a violation.
Examine records	Require employers to produce registers, returns, licences, health records, and accident reports.
Order corrective action	Direct the employer to fix any unsafe condition within a specified time.
Issue prohibition order (S.38)	Where there is imminent danger, order the workplace or specific activity to stop. Workers continue to receive wages during the stoppage.
Protect complainant identity (S.39(3))	Even under an RTI request, the identity of a worker who raised a safety complaint must not be disclosed.
Conduct health surveys (S.20)	Require medical examinations of workers for occupational health surveys.

How Inspections Now Work: The Web-Based Randomised System

Under Section 34(3), inspections are no longer assigned at the discretion of individual officers. They are allocated through a web-based, computerised randomisation system. Each establishment has a unique number. Each inspector has a unique number. The system assigns inspections automatically.

This is designed to eliminate selective targeting, reduce opportunities for corruption, and bring transparency to inspection scheduling. The Inspector-cum-Facilitator cannot choose which establishment to inspect without the system allocating it.

The ‘Comply Before Prosecute’ Rule (Section 110)

Before filing a prosecution complaint, the Inspector-cum-Facilitator must:

- Issue a written notice to the employer identifying the violation.
- Give the employer 30 days to rectify the violation.
- Only if the violation is not rectified within 30 days, file a prosecution complaint.

This rule does NOT apply if: (a) an accident has occurred, or (b) the same violation has been committed within the previous 3 years. In these situations, prosecution can be initiated immediately without any notice or waiting period.

The Limitation Period: Act Within 6 Months (Section 110(2))

Warning: A prosecution complaint must be filed within 6 months of the date on which the Inspector-cum-Facilitator became aware of the offence. Missing this window means the prosecution cannot be initiated. Inspectors must maintain a clear, dated record of when they became aware of each violation.

Composition of Offences (Section 114)

Most offences under the OSH Code can be settled (compounded) without going to court, by the employer paying 75% of the maximum fine for that offence.

Key points:

- This payment goes to the Social Security Fund — not to the inspector or the government’s general revenue.
- Composition is not available if the employer has already been convicted for the same offence within the past 3 years, or has previously compounded the same offence within the past 3 years.
- This prevents repeat violators from simply paying a settlement fee each time as a cost of doing business.

Advisory Boards (Sections 16 and 17)

The National Occupational Safety and Health Advisory Board advises the Central Government on safety standards, rules, and implementation. State Boards advise State Governments. Both include employer and employee representatives alongside government officials and technical experts.

Gap to note: The Boards are advisory — their recommendations are not binding on the Government. The Code does not require the Government to respond to Board recommendations within any specified time, and does not require their advice or the Government’s response to be published. This is a design gap that limits accountability.

State Rules: The Pending Challenge

The OSH Code provides the framework. The detailed rules — on specific thresholds, procedures, forms, and timelines — must be made by both the Central Government and each State Government.

Until final State rules are issued, the rules under the 29 repealed central laws continue to apply — to the extent they are not inconsistent with the Codes. This creates a transitional patchwork that inspectors must navigate carefully.

WHAT THE COURTS HAVE SAID: FIVE KEY PRINCIPLES

The OSH Code does not operate in isolation. Courts have built up decades of rulings on workplace safety under the old laws — and those rulings will continue to shape how the OSH Code is interpreted and enforced. Here are the five most important principles:

1. An employer’s safety duty is absolute, not merely ‘reasonable’

In *M.C. Mehta v. Union of India* (1987), the Supreme Court held that businesses running dangerous activities owe an absolute duty to ensure no harm occurs. The employer cannot escape liability by proving that they ‘took all reasonable precautions.’ The duty is non-delegable — you cannot outsource your responsibility to a contractor or supervisor.

OSH Code: This is reflected in the strict obligations for hazardous process factories under Sections 84-89 and the enhanced penalties under Section 102.

2. A safe workplace is a fundamental right under Article 21

In *Bandhua Mukti Morcha v. Union of India* (1984), the Supreme Court held that the constitutional right to life and dignity under Article 21 includes the right to a safe and healthy working environment. The State has an obligation to ensure employers comply with safety laws.

OSH Code: The employer’s duty under Section 6 to maintain a hazard-free workplace is grounded in this constitutional right — it is an entitlement, not a favour.

3. A worker’s own carelessness does not let the employer off the hook

In *Municipal Corporation of Greater Bombay v. Laxman Iyer* (2003), the Supreme Court held that even if a worker’s careless behaviour contributed to an accident, the employer’s duty to provide safe conditions is not discharged. The employer cannot simply point to the worker’s mistake.

OSH Code: Under Section 106(2), an employer can raise a defence only by proving ‘all reasonable measures’ were taken — and courts will look at the entire system of work, not just one isolated act by the worker.

4. Company officers can be held personally liable

In *State of Maharashtra v. Syndicate Transport* (1964), the Bombay High Court held that individual officers of a company — not just the company itself — can be held personally liable for safety violations. The company structure does not protect individuals who were responsible for the failure.

OSH Code: Section 109(2) now explicitly names Directors, Managers, and Company Secretaries as personally liable where the offence is due to their consent, connivance, or neglect.

5. Worker health is a fundamental right — not a management favour

In *Consumer Education and Research Centre v. Union of India* (1995), the Supreme Court held that the right to health and medical care for workers is a fundamental right. Workplace safety is a legal entitlement — not something that can be granted or withdrawn at management's discretion.

OSH Code: This underpins the mandatory annual health check-up (Section 6(1)(c)), the hazardous process disclosure requirements (Sections 84-85), and the duty to maintain occupational health statistics (Section 21).

SUMMARY: WHAT TO DO RIGHT NOW

Employers — Your Immediate Action List

Action	Legal Basis	Priority
Register under the OSH Code (or confirm deemed registration)	Section 3	Urgent
Issue a Letter of Appointment to every employee	Section 6(1)(f)	Urgent
Designate a director as Occupier by Board resolution	Section 2(zs)	Urgent
Review and update all contractor/manpower supply agreements	Sections 21, 119	Urgent
Constitute or reconstitute the Safety Committee	Section 22	High
Schedule annual health check-ups for all employees	Section 6(1)(c)	High
Establish an incident reporting and investigation process	Sections 10, 11	High
Train all employees and supervisors on OSH Code obligations	Section 6(1)(b)	High
Set up documented OSH compliance file (CS office)	Section 109(2)	High
Check which State rules currently apply at each location	General Clauses Act / Codes	Ongoing

Employees — Your Key Takeaways

- You are entitled to a written letter of appointment. Ask for it if you have not received one.
- You are entitled to a free annual health check-up. You cannot be charged for it.
- If you see a safety hazard, report it to your employer or Safety Committee. You cannot be fined for reporting.
- If there is imminent danger, notify the Inspector-cum-Facilitator immediately.
- Do not misuse or tamper with any safety equipment. This is both a legal duty and a protection for your colleagues.
- Migrant workers: register on the government portal. You have the same rights as local workers.

Regulators — Your Key Responsibilities

- Inspections are randomised — assigned by the web system, not by individual officer discretion.
- Your primary role is facilitation first, enforcement second. Provide information. Sensitise employers and workers.
- Before prosecuting for a first violation: issue a 30-day notice (unless it involves an accident or repeat breach).
- File prosecution complaints within 6 months of becoming aware of the offence. The clock is running.
- Protect the identity of workers who raise safety complaints. This is mandatory — even in RTI responses.
- Where State rules are not yet finalised, apply central rules under the repealed statutes (to the extent not inconsistent with the Codes). Document this reasoning.

CONCLUSION

The journey from Roti, Kapda aur Makaan — bare subsistence — to Rozgaar, Suraksha aur Samman — employment, safety, and dignity — reflects seventy years of constitutional aspiration, ILO-aligned standard-setting, and painful lessons from industrial accidents. The OSH Code, 2020 is the most significant step India has taken to convert that aspiration into a single, enforceable legal reality.

For employers, the Code is a compliance challenge — but also an opportunity. Build systems, document processes, train people. The employer who builds a genuine safety culture will rarely face prosecution. The employer who treats safety as paperwork will eventually face both the Inspector and the court.

For employees, the Code is the strongest safety net Indian law has yet provided. Rights are meaningful only when workers know them. Ask for your letter of appointment. Attend your health check-up. Report hazards. The law is on your side. For regulators, the Code is a mandate for a new relationship with those you oversee — one built on information-sharing and support, with enforcement as a firm backstop where cooperation fails.

REFERENCES:

Legislation

- The Occupational Safety, Health and Working Conditions Code, 2020*
- The Code on Wages, 2019 | Industrial Relations Code, 2020 | Code on Social Security, 2020*
- The Companies Act, 2013 — Section 149(6) (Independent Director)*
- ILO Convention No. 155 — Occupational Safety and Health Convention, 1981*

Key Cases

- M.C. Mehta v. Union of India (Oleum Gas Leak) AIR 1987 SC 1086 — absolute liability*
- Bandhua Mukti Morcha v. Union of India AIR 1984 SC 802 — Article 21 and safe workplace*
- Consumer Education and Research Centre v. Union of India (1995) 3 SCC 42 — health as fundamental right*
- Municipal Corporation of Greater Bombay v. Laxman Iyer (2003) 8 SCC 731 — contributory negligence*
- State of Maharashtra v. Syndicate Transport Co. (P) Ltd. (1964) 66 Bom LR 197 — corporate officer liability* □

