

**FAQs**  
**Topic- Labor**

**I. Worker's Conditions**

<b>B-Ready Assessment Area</b>	<b>Relevant Provisions</b>	<b>Links</b>
<b>Freedom of Association and Assembly</b>	All citizens have the constitutional right to assemble peaceably and to form associations or unions. Remedies for enforcement of fundamental rights have been provided in Art. 32 of the Constitution. Criteria for registration of Trade Unions is provided in Section 4 of Trade Unions Act, 1926 (Trade Unions function as Workers Associations in India).	<ul style="list-style-type: none"> <li>• <a href="https://legislative.gov.in/constitution-of-india/">https://legislative.gov.in/constitution-of-india/</a></li> <li>• <a href="https://labour.gov.in/sites/default/files/thetradeunionsact1926.pdf">https://labour.gov.in/sites/default/files/thetradeunionsact1926.pdf</a></li> </ul>
<b>Right to Collective Bargaining &amp; Possibility for All Terms and Conditions of Employment to be Subject to Collective Bargaining</b>	<p>The Fifth Schedule of Unfair Labour Practices under the Industrial Disputes Act, 1947 categorize “refusing of collectively bargaining” on the part of Employer as unfair labour practice. It empowers workmen to exercise of their right to organise, form, join or assist a trade union or to engage in concerted activities for the purposes of collective bargaining or other mutual aid or protection.</p> <p>Industrial Disputes Act, 1947 provides a broad &amp; comprehensive legal framework under which key terms &amp; conditions of employment can form subject of collective bargaining and industrial dispute. The definition of “industrial dispute” is wide in scope &amp; covers matters connected with employment, non-employment, &amp; terms and conditions of labour. Issues such as wages, working time &amp; shifts, paid leave, employment benefits, dismissal &amp; termination procedures, &amp; grievance redressal mechanisms are recognised as legitimate subjects of collective</p>	<a href="https://clc.gov.in/clc/acts-rules/ida">https://clc.gov.in/clc/acts-rules/ida</a>

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	engagement & dispute resolution. framework therefore enables workers & employers to raise and negotiate a wide range of employment-related matters through established industrial relations mechanisms.	
<b>Prohibition of Forced Labour</b>	Art. 23 of the Indian Constitution prohibits "traffic in human beings and forced labour". his provision has been interpreted by the Supreme Court of India to include bonded labour, debt bondage, and other forms of forced labour. As per Section 4 of the Bonded Labour System (Abolition) Act, 1976, the bonded labour system stands abolished.	<ul style="list-style-type: none"> <li>• <a href="https://legislative.gov.in/constitution-of-india/">https://legislative.gov.in/constitution-of-india/</a></li> <li>• <a href="https://www.indiacode.nic.in/handle/123456789/1491?view_type=browse&amp;sam_handle=123456789/1362">https://www.indiacode.nic.in/handle/123456789/1491?view_type=browse&amp;sam_handle=123456789/1362</a></li> </ul>
<b>Prohibition of Child Labor</b> <i>Minimum age for employment</i>	Section 3 and 3A of The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986, inter-alia, covers complete prohibition of work or employment of children below 14 years of age in any occupation, process and prohibition of adolescents in the age group of 14-18 years in hazardous occupations and processes. It provides for stricter punishment for employers for violation of the Act and made the offence as cognizable.	<a href="https://www.indiacode.nic.in/bitstream/123456789/1848/1/A1986-61.pdf">https://www.indiacode.nic.in/bitstream/123456789/1848/1/A1986-61.pdf</a>
<b>Prohibition of Child Labor</b> <i>Children under the age of 18 are prohibited from engaging in hazardous work</i>	Section 3 and 3A of The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 inter-alia covers complete prohibition of work or employment of children below 14 years of age in any occupation or process and prohibition of adolescents in the age group of 14 to 18 years in hazardous occupations and processes.	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/handle/123456789/1848?view_type=browse&amp;sam_handle=123456789/1362">https://www.indiacode.nic.in/handle/123456789/1848?view_type=browse&amp;sam_handle=123456789/1362</a></li> </ul>

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<p><b>Prohibition of Discrimination in Employment</b> <i>Equal remuneration for work of equal value</i></p>	<p>The law mandates equal remuneration for work of equal value. India ratified ILO Convention No. 100 in 1958, and enacted the Equal Remuneration Act, 1976 to give effect to this principle. The Act ensures that men and women receive equal pay for performing the same or similar work, aligning with the broader definition of “equal remuneration for work of equal value” as recognized internationally.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/16124/1/the_constitution_of_india.pdf">https://www.indiacode.nic.in/bitstream/123456789/16124/1/the_constitution_of_india.pdf</a></li> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/12859/1/the_equal_remuneration_act,_1976_no._25_of_1976_date_11.02.1976.pdf">https://www.indiacode.nic.in/bitstream/123456789/12859/1/the_equal_remuneration_act,_1976_no._25_of_1976_date_11.02.1976.pdf</a></li> <li>• <a href="https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_Ilo_Code:C100">https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_Ilo_Code:C100</a></li> <li>• <a href="https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:102691">https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:102691</a></li> </ul>
<p><b>Prohibition of Discrimination in Employment</b> <i>Prohibition of discrimination in employment</i></p>	<p>Article 25 of the Constitution of India protects freedom of religion, Article 19 protects political expression, and Article 32 provides remedies for enforcement of these rights. The Equal Remuneration Act, 1976 prohibits discrimination against women in recruitment and service conditions. The SC/ST (Prevention of Atrocities) Act, 1989 addresses discrimination based on social origin. The Industrial Disputes Act treats dismissal in violation of natural justice and discrimination for trade union membership as unfair labour practices. Sections 20–21 of the Rights of Persons with Disabilities Act, 2016 mandate non-discrimination in employment and require an equal opportunity policy.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/16124/1/the_constitution_of_india.pdf">https://www.indiacode.nic.in/bitstream/123456789/16124/1/the_constitution_of_india.pdf</a></li> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/15939/1/the_rights_of_persons_with_disabilities_act%2C_2016.pdf">https://www.indiacode.nic.in/bitstream/123456789/15939/1/the_rights_of_persons_with_disabilities_act%2C_2016.pdf</a></li> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/15338/1/scheduled_castes_and_the_scheduled_tribes.pdf">https://www.indiacode.nic.in/bitstream/123456789/15338/1/scheduled_castes_and_the_scheduled_tribes.pdf</a></li> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/12859/1/the_equal_remuneration_act,_1976_no._25_of_1976_date_11.02.1976.pdf">https://www.indiacode.nic.in/bitstream/123456789/12859/1/the_equal_remuneration_act,_1976_no._25_of_1976_date_11.02.1976.pdf</a></li> <li>• <a href="https://clc.gov.in/clc/acts-rules/ida">https://clc.gov.in/clc/acts-rules/ida</a></li> </ul>
<p><b>Protection Against Workplace Discrimination, Violence, Sexual Harassment and Bullying</b> <i>Internal complaints or grievance mechanisms for workers to report and seek resolution on workplace discrimination, workplace violence, sexual</i></p>	<p>India’s legal framework provides structured grievance, non-discrimination and protection mechanisms. The Industrial Disputes Act, 1947 provides for Grievance Settlement Authority to resolve individual disputes, with an appeal mechanism, and prohibits</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/12859/1/the_equal_remuneration_act,_1976_no._25_of_1976_date_11.02.1976.pdf">https://www.indiacode.nic.in/bitstream/123456789/12859/1/the_equal_remuneration_act,_1976_no._25_of_1976_date_11.02.1976.pdf</a></li> </ul>

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<p><i>harassment at workplace, workplace bullying.</i></p>	<p>victimisation, intimidation, discriminatory treatment and acts of force or violence by employers. The Equal Remuneration Act, 1976 mandates equal pay for equal work and bars discrimination in recruitment and service conditions on the ground of sex. The Sexual Harassment of Women at Workplace Act, 2013 requires Internal Complaints Committees to inquire into complaints and provide redress.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf">https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf</a></li> <li>• <a href="https://www.indiacode.nic.in/show-data?abv=CEN&amp;statehandle=123456789/1362&amp;actid=AC_CEN_13_14_00009_201314_1517807327213&amp;sectionId=12937&amp;sectionno=4&amp;orderno=4&amp;orgactid=AC_CEN_13_14_00009_201314_1517807327213">https://www.indiacode.nic.in/show-data?abv=CEN&amp;statehandle=123456789/1362&amp;actid=AC_CEN_13_14_00009_201314_1517807327213&amp;sectionId=12937&amp;sectionno=4&amp;orderno=4&amp;orgactid=AC_CEN_13_14_00009_201314_1517807327213</a></li> </ul>
<p><b>Protection Against Workplace Discrimination, Violence, Sexual Harassment and Bullying</b> <i>Internal information or training on how to identify and prevent workplace discrimination, workplace violence, sexual harassment at workplace, workplace bullying.</i></p>	<p>The POSH Act, 2013 requires employers to inform and train workers on preventing sexual harassment. Section 19 mandates displaying penal consequences, details of the ICC, and conducting regular awareness and sensitization programs, along with ICC orientation. The Act ensures employees receive information on harassment, prevention, and protection. Constitutional provisions under Articles 14, 15, 42 and 46 of the Constitution of India reinforce equality, nondiscrimination, humane work conditions, and protection from exploitation. Induction training courses undertaken by employers cover these aspects.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/handle/123456789/2104?sam_handle=123456789%2F1362">https://www.indiacode.nic.in/handle/123456789/2104?sam_handle=123456789%2F1362</a></li> <li>• <a href="https://eparlib.sansad.in/bitstream/123456789/2982247/1/29-05-27_Constitution_English_Final.pdf">https://eparlib.sansad.in/bitstream/123456789/2982247/1/29-05-27_Constitution_English_Final.pdf</a></li> </ul>
<p><b>Safe and Healthy Working Environment</b> <i>General framework on OSH at the national or federal level</i></p>	<p>The Delhi Shops and Establishments Act, 1954 provides for workplace health and safety. Section 25 requires premises to be kept clean and free from effluvia and nuisances through prescribed methods. Section 26 mandates adequate lighting, ventilation and safe drinking water. Section 27 empowers the Inspector to order compliance with prescribed</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/13587/1/delhishopsnestablishmentsact.pdf">https://www.indiacode.nic.in/bitstream/123456789/13587/1/delhishopsnestablishmentsact.pdf</a></li> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/19026/1/motor_transport_workers_act_1961.pdf">https://www.indiacode.nic.in/bitstream/123456789/19026/1/motor_transport_workers_act_1961.pdf</a></li> </ul>

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	standards. Section 28 requires prescribed fire-safety measures. Under the Motor Transport Workers Act, 1961, employers must provide prescribed medical facilities at operating and halting centers and maintain an easily accessible first-aid box in every transport vehicle with a trained driver or conductor.	
<p><b>Safe and Healthy Working Environment</b> <i>Periodic review and update of OSH</i></p>	<p>The provisions regulating OSH under 13 central Acts have been subsumed in the OSH&amp;WC Code which was enacted in 2020 and came into force on 21.11.2025. The draft Rules have been drafted and published in the gazette of India seeking stakeholder suggestions/comments. Additionally, legal reforms are ongoing national process. Since independence, India has periodically constituted Law Commissions to revise and update existing laws. The 23rd Law Commission, established on 1.09. 24 for a 3 year term, is mandated to identify outdated laws, propose amendments, and recommend repeals. This continuous review framework guides updates to OSH related legislation as needed.</p>	<ul style="list-style-type: none"> <li>• <a href="https://legallaffairs.gov.in/sites/default/files/23rd%20LCI.pdf">https://legallaffairs.gov.in/sites/default/files/23rd%20LCI.pdf</a></li> <li>• <a href="https://cdnbbsr.s3waas.gov.in/s3ca0daec69b5adc880fb464895726dbdf/uploads/2024/09/20240918328615574.pdf">https://cdnbbsr.s3waas.gov.in/s3ca0daec69b5adc880fb464895726dbdf/uploads/2024/09/20240918328615574.pdf</a></li> </ul>
<p><b>Safe and Healthy Working Environment</b> <i>OSH regulation for agriculture sector</i></p>	<p>The Occupational Safety and Health regulations cover Plantation workers under the agriculture sector. The Plantations Labour Act, 1951 applies to plantations of 5 hectares or more employing 15 or more workers, covering tea, coffee, rubber, cinchona and cardamom, and other crops if notified. The Act regulates working conditions and ensures worker welfare, health and safety. Under Chapter III, employers must provide drinking water, separate</p>	<p><a href="https://www.indiacode.nic.in/bitstream/123456789/19011/1/plantation_labour_act_1951.pdf">https://www.indiacode.nic.in/bitstream/123456789/19011/1/plantation_labour_act_1951.pdf</a></p>

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	sanitary facilities and medical care. Under Chapter IVA, employers must ensure safe handling of chemicals, provide training, protective equipment and medical monitoring, and the State Government may frame safety rules.	
<p><b>Safe and Healthy Working Environment</b> <i>OSH regulation for construction sector</i></p>	Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 specifically governs the safety, health, and welfare of construction workers in India. It applies to all workers engaged in construction, alteration, repairs, maintenance, or demolition of infrastructure such as buildings, roads, bridges, power installations, pipelines, and similar works.	<a href="https://www.indiacode.nic.in/bitstream/123456789/17136/1/bocw_act_1996.pdf">https://www.indiacode.nic.in/bitstream/123456789/17136/1/bocw_act_1996.pdf</a>
<p><b>Statutory Paid Annual and Sick Leave</b> <i>Statutory paid annual leave for at least three working weeks after one year of service for workers in the private sector</i></p>	Under the Delhi Shops and Establishments Act, 1954, every employee is entitled, after 12 months' continuous service, to at least 15 days of privilege leave and 12 days of sickness/casual leave annually. During leave, employees are entitled to wages equal to the daily average of wages for the preceding three months (excluding overtime, including dearness allowance).	<a href="https://www.indiacode.nic.in/bitstream/123456789/13587/1/delishopsnestablishmentsact.pdf">https://www.indiacode.nic.in/bitstream/123456789/13587/1/delishopsnestablishmentsact.pdf</a>
<p><b>Statutory Paid Annual and Sick Leave</b> <i>Statutory paid sick leave for workers in the private sector</i></p>	91 days (under ESI) plus earned leave for sickness. A worker on a permanent contract with 1 year of service is entitled to be paid sick leave under multiple laws. Additionally, under the Employees' State Insurance Act, 1948, insured employees receive sickness benefit for up to 91 days in two consecutive 6-month periods at 70% of wages, subject to eligibility. Other	<ul style="list-style-type: none"> <li>• <a href="https://esic.gov.in/attachments/actfile/872f5b2f19e22606d26363e27862e621.pdf">https://esic.gov.in/attachments/actfile/872f5b2f19e22606d26363e27862e621.pdf</a></li> <li>• <a href="https://esic.gov.in/attachments/actfile/35df0691b900c1d011c6ceb7913eb1d6.pdf">https://esic.gov.in/attachments/actfile/35df0691b900c1d011c6ceb7913eb1d6.pdf</a></li> </ul>

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	sector-specific laws also provide medical leave provisions.	
<b>Public Cost-Sharing for Sick Leave</b>	Under Rule 55 of the ESI (Central) Rules, 1950, an insured person becomes eligible for sickness benefit if contributions are payable for at least 78 days in the relevant contribution period. The benefit is paid at 70% of the standard benefit rate and is limited to a maximum of 91 days in two consecutive benefit periods.	<ul style="list-style-type: none"> <li>• <a href="https://esic.gov.in/attachments/actfile/35df0691b900c1d011c6ceb7913eb1d6.pdf">https://esic.gov.in/attachments/actfile/35df0691b900c1d011c6ceb7913eb1d6.pdf</a></li> <li>• <a href="https://esic.gov.in/attachments/actfile/872f5b2f19e22606d26363e27862e621.pdf">https://esic.gov.in/attachments/actfile/872f5b2f19e22606d26363e27862e621.pdf</a></li> </ul>
<b>Regulation of Platform Workers</b>	The Code on Social Security which was enacted in 2020 defines the platform workers and provides for their welfare. The code has come into effect from 21st November 2025.	<a href="https://www.indiacode.nic.in/bitstream/123456789/16823/1/aA2020-36.pdf">https://www.indiacode.nic.in/bitstream/123456789/16823/1/aA2020-36.pdf</a>
<b>Regulation on Telework</b>	The Code on Social Security, which was enacted in 2020 defines the platform and homebased workers. In addition, there is a provision for women to work from home after availing maternity benefit based on mutual agreement with the employer. The code has come into effect from 21st November 2025.	<a href="https://www.indiacode.nic.in/bitstream/123456789/16823/1/aA2020-36.pdf">https://www.indiacode.nic.in/bitstream/123456789/16823/1/aA2020-36.pdf</a>
<b>Criteria for Determining Minimum Wage Level</b>	Section 4 of the Minimum Wages Act, 1948 provides for cost-of-living allowance as a component of minimum wages. Cost of living allowance is to be adjusted, at such intervals and in such manner as the appropriate Government may direct. Subsequently, Section 5 of the Act outlines the procedure for fixing and revising minimum wages.	<a href="https://www.indiacode.nic.in/bitstream/123456789/11223/1/minimum-wages-act-1948.pdf">https://www.indiacode.nic.in/bitstream/123456789/11223/1/minimum-wages-act-1948.pdf</a>
<b>Periodic Update of Minimum Wage Rate</b>	Section 3 of the Minimum Wages Act, 1948 mandates review at an interval not	<a href="https://www.indiacode.nic.in/bitstream/123456789/11223/1/minimum-wages-act-1948.pdf">https://www.indiacode.nic.in/bitstream/123456789/11223/1/minimum-wages-act-1948.pdf</a>

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	exceeding 5 years and revision if necessary.	
<b>Social Consultation for Minimum Wage Setting and Updates</b>	The Minimum Wages Act, 1948 provides a structured social consultation process for fixing and revising minimum wages. Under Section 5, the Appropriate Government must either appoint Committees to conduct enquiries or publish proposals and invite objections before finalizing rates. Section 7 provides for constitution of an Advisory Board to coordinate and advise on wage fixation. Section 8 empowers appointment of Committees/Sub-Committees for detailed examination. Section 9 mandates tripartite representation of employers, employees and independent members, ensuring participatory wage determination.	<a href="https://www.indiacode.nic.in/bitstream/123456789/11223/1/minimum-wages-act-1948.pdf">https://www.indiacode.nic.in/bitstream/123456789/11223/1/minimum-wages-act-1948.pdf</a>
<b>Third-Party Notification Requirement for Dismissal</b> <i>Third-party notification required for individual dismissal (law/CBA)</i>	As per the Section 25F(c) of the Industrial Dispute Act, 1947 no workman who has been in continuous service for at least one year shall be retrenched unless notice in the prescribed manner is served on the appropriate Government.	<a href="https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf">https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf</a>
<b>No Third-Party Approval Requirement for Dismissal</b> <i>No third-party approval required for individual dismissals (law/CBA)</i>	No approval required.	N/A
<b>Third-Party Notification Requirement for Dismissal</b> <i>Third-party notification required for collective dismissal (law/CBA)</i>	Under Section 25N of the Industrial Disputes Act, 1947, in industrial establishments employing 100 or more workmen, an employer intending to retrench workmen must give three months' prior notice in writing stating the reasons for retrenchment and must also seek prior permission from the	<a href="https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf">https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf</a>

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	<p>Appropriate Government. A copy of the application for permission must be served simultaneously on the concerned workmen. Retrenchment can proceed only if such permission is granted or deemed granted. Therefore, in cases of collective redundancy in covered establishments, the law requires notification to and approval from the Public Administration before termination.</p>	
<p><b>No Third-Party Approval Requirement for Dismissal</b> <i>No third-party approval required for collective dismissals (law/CBA)</i></p>	<p>Under the Industrial Disputes Act, 1947, prior approval from a third party is required in certain cases of collective redundancy in the private sector. Specifically, Section 25N (Chapter V-B) provides that in industrial establishments employing 100 or more workmen (or such higher threshold as notified by a State amendment), an employer intending to retrench workmen must obtain prior permission from the Appropriate Government before effecting retrenchment. The employer must give three months' notice stating the reasons and apply to the Government, with a copy served on the concerned workmen. Retrenchment without such permission is deemed illegal.</p>	<p><a href="https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf">https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf</a></p>
<p><b>Restrictions on Informality</b> <i>Prohibition of informal employment in the construction sector</i></p>	<p>The BOCW Act, 1996, Section 7 requires registration of establishments engaged in building and construction work and Section 11 provides for registration of building and other construction workers and for their welfare benefits to be provided by the Board from the cess fund. Section 12 requires registration of eligible construction workers as beneficiaries of welfare schemes. Section</p>	<p><a href="https://clc.gov.in/clc/acts-rules/building-and-other-construction-workers#Penalty%20for%20failure%20to%20give%20notice%20of%20the%20commencement%20of%20the%20building%20or%20other%20construction%20work">https://clc.gov.in/clc/acts-rules/building-and-other-construction-workers#Penalty%20for%20failure%20to%20give%20notice%20of%20the%20commencement%20of%20the%20building%20or%20other%20construction%20work</a></p>

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	22 provides for the benefits available to the workers, viz- - accident assistance, pension, housing loans, insurance support, education aid, medical treatment, & maternity benefits. Section 48 penalizes employers for failing to give notice of commencement of construction work. Section 50 provides fines for any other contravention of the Act or rules.	

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**II. Employment Restrictions**

B-Ready Assessment Provisions	Additional Comments	Relevant Links
<p><b>No Restrictions on the Use of Fixed-Term Contracts</b> <i>No restrictions on the use of fixed-term contracts for any type of job</i></p>	<p>The Industrial Employment (Standing Orders) Central Rules, 2018 allows the use of fixed-term contracts in any establishment and for any role. The Industrial Relations Code enacted in 2020, which came into effect from 21.11.2025, recognizes Fixed Term Employment and provides benefits similar to permanent employees.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/22040/1/aa202035.pdf">https://www.indiacode.nic.in/bitstream/123456789/22040/1/aa202035.pdf</a></li> <li>• <a href="https://egazette.gov.in/(S(sced0pxmw4xxxavaxnmcy4lj))/ViewPDF.aspx">https://egazette.gov.in/(S(sced0pxmw4xxxavaxnmcy4lj))/ViewPDF.aspx</a></li> </ul>
<p><b>No Restrictions on the Use of Fixed-Term Contracts</b> <i>No restrictions on the use of fixed-term contracts for permanent tasks</i></p>	<p>The Industrial Employment (Standing Orders) Central Rules, 2018 allows the use of fixed-term contracts in any establishment and for any role. The Industrial Relations Code enacted in 2020 which came into effect from 21.11.2025, recognizes Fixed Term Employment and provides for benefits similar to permanent employees.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/22040/1/aa202035.pdf">https://www.indiacode.nic.in/bitstream/123456789/22040/1/aa202035.pdf</a></li> <li>• <a href="https://egazette.gov.in/(S(sced0pxmw4xxxavaxnmcy4lj))/ViewPDF.aspx">https://egazette.gov.in/(S(sced0pxmw4xxxavaxnmcy4lj))/ViewPDF.aspx</a></li> </ul>
<p><b>No Restrictions on the Use of Probationary Period</b></p>	<p>Under the Indian legal framework, employers are permitted to engage workers on a paid probationary (trial) period to assess suitability for the job. This is recognized under service rules, Standing Orders framed under the Industrial Employment (Standing Orders) Act, 1946, where “probationer” is a defined category of workman. During probation, wages must be paid, and statutory labour protections apply.</p>	<p><a href="https://clc.gov.in/clc/sites/default/files/Industrial%20Employment%20%28Standing%20Orders%29%20Act%2C%201946_1.pdf">https://clc.gov.in/clc/sites/default/files/Industrial%20Employment%20%28Standing%20Orders%29%20Act%2C%201946_1.pdf</a></p>
<p><b>No Restrictions on Overtime and Night Work</b> <i>No prohibition on overtime mandated by law within a limit of maximum 56 total working hours per week</i></p>	<p>As per Section 8 of the Delhi Shops and Establishment Act, 1954, no adult shall work more than 9 hours a day or 48 hours a week. During stock-taking, accounts, or other prescribed work, weekly hours may extend to 54 hours, subject to a maximum of 150 overtime</p>	<p><a href="https://www.indiacode.nic.in/bitstream/123456789/13587/1/delhishopsnestablishmentsact.pdf">https://www.indiacode.nic.in/bitstream/123456789/13587/1/delhishopsnestablishmentsact.pdf</a></p>

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	hours in a year, prior three days' notice to the Chief Inspector, and overtime wages at twice the normal hourly rate.	
<p><b>Wage Premiums for Overtime and Night Work</b> <i>Wage premium for overtime work of at least 1.25 times the regular wage</i></p>	As per Section 8 of The Delhi Shops and Establishment Act, 1954 any person employed on overtime shall be entitled to remuneration for such overtime work at twice the rate of his normal remuneration calculated by the hour.	<a href="https://www.indiacode.nic.in/bitstream/123456789/13587/1/delhishopsnestablishmentsact.pdf">https://www.indiacode.nic.in/bitstream/123456789/13587/1/delhishopsnestablishmentsact.pdf</a>
<p><b>No Restrictions on Overtime and Night Work</b> <i>No prohibition on night work</i></p>	Night work is allowed subject to government-notified opening and closing hours. Under Section 15 of the Delhi Shops and Establishments Act, 1954, shops and commercial establishments cannot open earlier or close later than the hours fixed by the Government through general or special order. The Government may prescribe different timings for different classes of establishments, areas, or seasons.	<a href="https://www.indiacode.nic.in/bitstream/123456789/13587/1/delhishopsnestablishmentsact.pdf">https://www.indiacode.nic.in/bitstream/123456789/13587/1/delhishopsnestablishmentsact.pdf</a>
<p><b>Existence of Statutory Notice Period</b></p>	The legally mandated notice period for a worker on a permanent contract with 1 year of employment is 1 month. Under the Industrial Disputes Act, 1947, retrenchment of a worker who has completed one year of continuous service requires serving a notice of one month in writing, indicating reasons for retrenchment, or payment in lieu of such notice.	<a href="https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf">https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf</a>
<p><b>Existence of Statutory Severance Pay</b></p>	Under the Industrial Disputes Act, 1947, Retrenchment, compensation is equivalent to fifteen days' average pay, for every completed year of continuous service or any part thereof in excess of six months. The worker is paid, at the time of retrenchment, compensation which shall be equivalent to fifteen days'	<a href="https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf">https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf</a>

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	average pay, or average pay of such days as may be notified by the appropriate Government, for every completed year of continuous service or any part thereof in excess of six months. Value of severance payment would depend upon the last salary drawn.	

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**III. Social Protection**

<b>B-Ready Assessment Provisions</b>	<b>Additional Comments</b>	<b>Relevant Links</b>
<p><b>Availability of Public Unemployment Insurance Scheme</b></p>	<p>A public unemployment relief scheme exists for private-sector workers covered under the Employees’ State Insurance (ESI) Act, 1948. An “insured person” (i.e., an employee for whom ESI contributions are paid) is eligible for benefits. The Rajiv Gandhi Shramik Kalyan Yojana provides income support in cases of involuntary unemployment due to closure, retrenchment or permanent invalidity (≥40%), and ceases on re-employment or on attaining 60 years/ superannuation. The Atal Beemit Vyakti Kalyan Yojana grants cash relief to insured persons who become unemployed after at least 12 months of insurable employment, payable once for up to 90 days at 50% of average daily earnings.</p>	<ul style="list-style-type: none"> <li>• <a href="https://esic.gov.in/attachments/actfile/872f5b2f19e22606d26363e27862e621.pdf">https://esic.gov.in/attachments/actfile/872f5b2f19e22606d26363e27862e621.pdf</a></li> <li>• <a href="https://esic.gov.in/information-benefits">https://esic.gov.in/information-benefits</a></li> </ul>
<p><b>Funding of Public Unemployment Insurance Scheme</b></p> <ul style="list-style-type: none"> <li>• Employees’ contribution</li> <li>• Employers’ contribution</li> <li>• Government contribution</li> </ul>	<p>As per Section 39 of the ESI Act, 1948, the contribution payable in respect of an employee comprises the employer’s contribution and the employee’s contribution, both of which are to be paid to the Corporation. The rates of contribution are to be prescribed by the Central Government.</p>	<p><a href="https://esic.gov.in/attachments/actfile/872f5b2f19e22606d26363e27862e621.pdf">https://esic.gov.in/attachments/actfile/872f5b2f19e22606d26363e27862e621.pdf</a></p>

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<b>B-Ready Assessment Provisions</b>	<b>Additional Comments</b>	<b>Relevant Links</b>
<p><b>Availability of Public Health Care Scheme</b></p>	<p>Article 47 of the Constitution places a duty on the State to improve public health and the standard of living. In line with this, India provides government-funded basic healthcare that is accessible to all citizens irrespective of employment status. Public health services are delivered through Primary Health Centres (PHCs), Community Health Centres (CHCs), and District and Government Hospitals. Ayushman Bharat Health and Wellness Centres offer comprehensive primary care, and eligible households receive cashless health coverage of up to ₹5 lakh per family per year under Ayushman Bharat-PM-JAY, which is fully financed by the government.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/19150/1/constitution_of_india.pdf">https://www.indiacode.nic.in/bitstream/123456789/19150/1/constitution_of_india.pdf</a></li> <li>• <a href="https://nha.gov.in/PM-JAY">https://nha.gov.in/PM-JAY</a></li> <li>• <a href="https://www.esic.gov.in/information-benefits">https://www.esic.gov.in/information-benefits</a></li> </ul>
<p><b>Coverage of Public Health Care Scheme</b> <i>Self-employed on mandatory basis</i></p>	<p>Self-employed workers have access to public healthcare in India. Article 47 of the Constitution places a duty on the State to improve public health and living standards. Government-funded health services are available free of cost to all citizens through Primary Health Centres (PHCs), Community Health Centres (CHCs), and District and Government Hospitals, irrespective of employment status. In addition, Ayushman Bharat Health and Wellness Centres provide comprehensive primary care, and eligible self-employed persons can receive cashless treatment coverage of up to ₹5 lakh per family per year under Ayushman Bharat-PM-JAY, which is fully government funded.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/19150/1/constitution_of_india.pdf">https://www.indiacode.nic.in/bitstream/123456789/19150/1/constitution_of_india.pdf</a></li> <li>• <a href="https://nha.gov.in/PM-JAY">https://nha.gov.in/PM-JAY</a></li> <li>• <a href="https://www.esic.gov.in/information-benefits">https://www.esic.gov.in/information-benefits</a></li> </ul>

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<b>B-Ready Assessment Provisions</b>	<b>Additional Comments</b>	<b>Relevant Links</b>
<p><b>Coverage of Public Health Care Scheme</b> <i>Self-employed workers on mandatory basis</i></p>	<p>Article 47 of the Constitution places a duty on the State to improve public health and living standards. Government-funded health services are available free of cost to all citizens through Primary Health Centres (PHCs), Community Health Centres (CHCs), and District and Government Hospitals, irrespective of employment status. In addition, Ayushman Bharat Health and Wellness Centres provide comprehensive primary care, and eligible self-employed persons can receive cashless treatment coverage of up to ₹5 lakh per family per year under Ayushman Bharat–PM-JAY, which is fully government funded.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/19150/1/constitution_of_india.pdf">https://www.indiacode.nic.in/bitstream/123456789/19150/1/constitution_of_india.pdf</a></li> <li>• <a href="https://nha.gov.in/PM-JAY">https://nha.gov.in/PM-JAY</a></li> <li>• <a href="https://www.esic.gov.in/information-benefits">https://www.esic.gov.in/information-benefits</a></li> </ul>
<p><b>Funding of Public Health Care Scheme</b></p> <ul style="list-style-type: none"> <li>• <i>Employees' contribution</i></li> <li>• <i>Employers' contribution</i></li> <li>• <i>Government contribution</i></li> </ul>	<p>Article 47 of the Constitution places a duty on the State to improve public health and living standards. Government-funded health services are available free of cost to all citizens through Primary Health Centres (PHCs), Community Health Centres (CHCs), and District and Government Hospitals, irrespective of employment status. In addition, Ayushman Bharat Health and Wellness Centres provide comprehensive primary care, and eligible self-employed persons can receive cashless treatment coverage of up to ₹5 lakh per family per year under Ayushman Bharat–PM-JAY, which is fully government funded.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/19150/1/constitution_of_india.pdf">https://www.indiacode.nic.in/bitstream/123456789/19150/1/constitution_of_india.pdf</a></li> <li>• <a href="https://nha.gov.in/PM-JAY">https://nha.gov.in/PM-JAY</a></li> <li>• <a href="https://www.esic.gov.in/information-benefits">https://www.esic.gov.in/information-benefits</a></li> </ul>

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<b>B-Ready Assessment Provisions</b>	<b>Additional Comments</b>	<b>Relevant Links</b>
<p><b>Availability of Public Retirement Pension Scheme</b></p>	<p>India has government-provided retirement pension schemes for private sector workers. The Employees' Pension Scheme (EPS), 1995 under the EPF &amp; MP Act ensures retirement and family pension, funded by employer and government contributions. Additionally, Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM) offers ₹3,000 monthly pension for eligible unorganized workers, with matching government contribution. Other schemes include NPS-Traders and the voluntary National Pension System (NPS), established under Section 20 of the PFRDA Act, 2013.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.labour.gov.in/offerings/schemes-and-services/details/pm-sym-QTOzATMtQWa">https://www.labour.gov.in/offerings/schemes-and-services/details/pm-sym-QTOzATMtQWa</a></li> <li>• <a href="https://www.epfindia.gov.in/site_docs/PDFs/Circulars/Y2009-2010/EPS95_update102008_OLD.pdf">https://www.epfindia.gov.in/site_docs/PDFs/Circulars/Y2009-2010/EPS95_update102008_OLD.pdf</a></li> <li>• <a href="https://www.labour.gov.in/offerings/schemes-and-services/details/pm-sym-QTOzATMtQWa">https://www.labour.gov.in/offerings/schemes-and-services/details/pm-sym-QTOzATMtQWa</a></li> <li>• <a href="https://financialservices.gov.in/beta/en/national-pension-system-all-citizen-mode">https://financialservices.gov.in/beta/en/national-pension-system-all-citizen-mode</a></li> <li>• <a href="https://financialservices.gov.in/beta/sites/default/files/2022-11/PFRDA%20ACT%2C%202013.pdf">https://financialservices.gov.in/beta/sites/default/files/2022-11/PFRDA%20ACT%2C%202013.pdf</a></li> </ul>
<p><b>Coverage of Public Retirement Pension Scheme</b> <i>Individuals covered by social assistance</i></p>	<p>National Pension System (NPS), can be voluntarily subscribed to by individuals to build a pension corpus for regular income after retirement. The NPS provides individual pension accounts, allows limited withdrawals up to 25% subject to conditions, offers multiple pension funds and schemes, ensures portability across employment, and follows a regulated contribution and recordkeeping system. Any Indian citizen, including resident, non-resident, or Overseas Citizen of India (OCI), aged 18 to 85 years, is eligible to open an NPS account, subject to compliance with prescribed KYC requirements through a Point of Presence or via e-NPS.</p>	<ul style="list-style-type: none"> <li>• <a href="https://financialservices.gov.in/beta/en/national-pension-system-all-citizen-model">https://financialservices.gov.in/beta/en/national-pension-system-all-citizen-model</a></li> <li>• <a href="https://financialservices.gov.in/beta/sites/default/files/2022-11/PFRDA%20ACT%2C%202013.pdf">https://financialservices.gov.in/beta/sites/default/files/2022-11/PFRDA%20ACT%2C%202013.pdf</a></li> </ul>

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<b>B-Ready Assessment Provisions</b>	<b>Additional Comments</b>	<b>Relevant Links</b>
<p><b>Funding of Public Retirement Pension Scheme</b></p> <ul style="list-style-type: none"> <li>• <i>Employees' contribution</i></li> <li>• <i>Employers' contribution</i></li> <li>• <i>Government contribution</i></li> </ul>	<ul style="list-style-type: none"> <li>• Employers and employees contribute partially to the retirement pension scheme under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. Section 6 specifies that the employer pays 10% of basic wages, dearness allowance, and retaining allowance to the fund, with an equal contribution from the employee. These contributions support the Employees' Pension Scheme, 1995, which provides retirement and family pensions. Voluntary schemes NPS, established under Section 20 of the PFRDA Act, 2013, also exist where employers may contribute for providing retirement benefits to the employees.</li> <li>• The government contributes towards ensuring minimum pension under EPS. Further, the government also contributes to retirement pension scheme - Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM) which is available to all the workers on voluntary basis.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://financialservices.gov.in/beta/en/national-pension-system-all-citizen-model">https://financialservices.gov.in/beta/en/national-pension-system-all-citizen-model</a></li> <li>• <a href="https://financialservices.gov.in/beta/sites/default/files/2022-11/PFRDA%20ACT%2C%202013.pdf">https://financialservices.gov.in/beta/sites/default/files/2022-11/PFRDA%20ACT%2C%202013.pdf</a></li> <li>• <a href="https://www.epfindia.gov.in/site_docs/PDFs/MiscPDFs/ContributionRate.pdf">https://www.epfindia.gov.in/site_docs/PDFs/MiscPDFs/ContributionRate.pdf</a></li> <li>• <a href="https://www.epfindia.gov.in/site_docs/PDFs/Downloads_PDFs/EPFAct1952.pdf">https://www.epfindia.gov.in/site_docs/PDFs/Downloads_PDFs/EPFAct1952.pdf</a></li> <li>• <a href="https://www.epfindia.gov.in/site_docs/PDFs/Downloads_PDFs/EPS95_update102008.pdf">https://www.epfindia.gov.in/site_docs/PDFs/Downloads_PDFs/EPS95_update102008.pdf</a></li> <li>• <a href="https://financialservices.gov.in/beta/en/national-pension-system-all-citizen-model">https://financialservices.gov.in/beta/en/national-pension-system-all-citizen-model</a></li> <li>• <a href="https://www.epfindia.gov.in/site_docs/PDFs/MiscPDFs/ContributionRate.pdf">https://www.epfindia.gov.in/site_docs/PDFs/MiscPDFs/ContributionRate.pdf</a></li> <li>• <a href="https://www.epfindia.gov.in/site_docs/PDFs/Downloads_PDFs/EPFAct1952.pdf">https://www.epfindia.gov.in/site_docs/PDFs/Downloads_PDFs/EPFAct1952.pdf</a></li> <li>• <a href="https://www.epfindia.gov.in/site_docs/PDFs/Downloads_PDFs/EPS95_update102008.pdf">https://www.epfindia.gov.in/site_docs/PDFs/Downloads_PDFs/EPS95_update102008.pdf</a></li> <li>• <a href="https://www.labour.gov.in/offerings/schemes-and-services/details/pm-sym-QTOzATMtQWa">https://www.labour.gov.in/offerings/schemes-and-services/details/pm-sym-QTOzATMtQWa</a></li> </ul>

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**IV. Public Services**

<b>B-Ready Assessment Provisions</b>	<b>Additional Comments</b>	<b>Relevant Links</b>
<b>Existence of a National Employment Service Center</b>	Government-run District Skill Development, Employment & Entrepreneurship Guidance Centres and Employment exchanges have been established in Delhi and Mumbai. The National Career Services portal is a one-stop solution that provides a wide array of employment related services to the Indian citizens like job matching, counselling, vocational guidance, information on skill development courses, apprenticeship, internships, digital and soft skills training etc. It is hosted on the NCS Portal as per Section 4 of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959.	<ul style="list-style-type: none"> <li>• State/District-wise list of Career Centres may be found at the bottom of the NCS portal homepage: <a href="https://betacloud.ncs.gov.in/">https://betacloud.ncs.gov.in/</a></li> <li>• <a href="https://www.nitiforstates.gov.in/public-assets/Policy/policy_files/ANC496S000287.pdf">https://www.nitiforstates.gov.in/public-assets/Policy/policy_files/ANC496S000287.pdf</a></li> <li>• <a href="https://dge.gov.in/dge/directory-of-employment-exchanges-career-centres?field_type_of_emp_exch_target_id=All&amp;field_states_and_union_territori_target_id=81&amp;field_district_target_id=All&amp;title=">https://dge.gov.in/dge/directory-of-employment-exchanges-career-centres?field_type_of_emp_exch_target_id=All&amp;field_states_and_union_territori_target_id=81&amp;field_district_target_id=All&amp;title=</a></li> </ul>
<b>No Legal Requirement for Firms to Pay for Employment Service Center Services</b>	Employment Service is completely free of cost. In order to provide a variety of employment related services, the National Employment Service has been transformed into National Career Service (NCS). One may register on NCS portal to get access to free of cost employability (digital & soft skills) trainings and vocational guidance trainings.	<ul style="list-style-type: none"> <li>• <a href="https://www.nitiforstates.gov.in/public-assets/Policy/policy_files/ANC496S000287.pdf">https://www.nitiforstates.gov.in/public-assets/Policy/policy_files/ANC496S000287.pdf</a></li> <li>• <a href="https://betacloud.ncs.gov.in/">https://betacloud.ncs.gov.in/</a></li> </ul>
<b>Employment Platforms and Digital Skills</b> <i>Existence of digital platform for job search</i>	One may register on National Career Services portal to get access to free of cost employability (digital & soft skills) trainings and vocational guidance trainings.	<a href="https://betacloud.ncs.gov.in/">https://betacloud.ncs.gov.in/</a>

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B-Ready Assessment Provisions	Additional Comments	Relevant Links
<p><b>Public Training and Apprenticeship Programs</b> <i>Existence of public training programs for unemployed and job seekers</i></p>	<p>India's legal and policy framework mandates government support for vocational training and career guidance, drawing from the Directive Principles of State Policy. Article 41 requires the State, within its economic capacity, to ensure the right to work, education and assistance in unemployment. These goals are operationalised through employment exchanges/career centres, vocational training institutions and government skill and counselling programmes. The Pradhan Mantri Kaushal Vikas Yojana, implemented by the Ministry of Skill Development and Entrepreneurship, serves as a flagship scheme providing industry-relevant skill certification to youth. The NCS portal also provides access to free career guidance services.</p>	<ul style="list-style-type: none"> <li>• <a href="https://eparlib.sansad.in/bitstream/123456789/2982247/1/29-05-27_Constitution_English_Final.pdf">https://eparlib.sansad.in/bitstream/123456789/2982247/1/29-05-27_Constitution_English_Final.pdf</a></li> <li>• <a href="https://www.msde.gov.in/offerings/schemes-and-services/details/pradhan-mantri-kaushal-vikas-yojana-4-0-pmkvy-4-0-2021-ITO3ATMtQWa">https://www.msde.gov.in/offerings/schemes-and-services/details/pradhan-mantri-kaushal-vikas-yojana-4-0-pmkvy-4-0-2021-ITO3ATMtQWa</a></li> <li>• <a href="https://betacloud.ncs.gov.in/">https://betacloud.ncs.gov.in/</a></li> </ul>
<p><b>Public Training and Apprenticeship Programs</b> <i>Existence of apprenticeships or work-based learning</i></p>	<p>The Apprentices Act, 1961 provides for regulation and control of training of apprentices and matters connected therewith. Here, “apprentice” means a person who is undergoing apprenticeship training. “Apprenticeship training” means a course of training in any industry or establishment under prescribed terms. The employer shall pay to every apprentice during the period of apprenticeship training stipend. Employment services provided through the NCS portal are as per the Act.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/1668/1/AAa52_196_1.pdf">https://www.indiacode.nic.in/bitstream/123456789/1668/1/AAa52_196_1.pdf</a></li> <li>• <a href="https://betacloud.ncs.gov.in/">https://betacloud.ncs.gov.in/</a></li> </ul>

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<b>B-Ready Assessment Provisions</b>	<b>Additional Comments</b>	<b>Relevant Links</b>
<p><b>Employment Platforms and Digital Skills</b> <i>Digital literacy and digital skills programs for workers and unemployed</i></p>	<p>Under Article 41, the State shall make effective provision for securing the right to work, to education. The Government of India implemented the scheme Pradhan Mantri Gramin Digital Saksharta Abhiyan for digital literacy in rural India. Additionally, skill trainings on IT-ITeS sector are offered under schemes implemented by Ministry of Skill Development and Entrepreneurship such as Pradhan Mantri Kaushal Vikas Yojna (PMKVY) and digital skill courses are available on the Skill India Digital Hub Platform. Further, the NCS provides access to online digital skill courses through integrated partner platforms such as HireMee and TCS iON.</p>	<ul style="list-style-type: none"> <li>• <a href="https://eparlib.sansad.in/bitstream/123456789/2982247/1/29-05-27_Constitution_English_Final.pdf">https://eparlib.sansad.in/bitstream/123456789/2982247/1/29-05-27_Constitution_English_Final.pdf</a></li> <li>• <a href="https://www.pib.gov.in/PressReleasePage.aspx?PRID=2037600&amp;reg=3&amp;lang=2">https://www.pib.gov.in/PressReleasePage.aspx?PRID=2037600&amp;reg=3&amp;lang=2</a></li> <li>• <a href="https://www.skillindiadigital.gov.in/courses/detail/5d7f04b7-25eb-4bbd-b9b0-e1d30bba887c">https://www.skillindiadigital.gov.in/courses/detail/5d7f04b7-25eb-4bbd-b9b0-e1d30bba887c</a></li> <li>• <a href="https://www.skillindiadigital.gov.in/pmkyv-dashboard">https://www.skillindiadigital.gov.in/pmkyv-dashboard</a></li> <li>• <a href="https://www.nielit.gov.in/delhi/content/pmkyv3">https://www.nielit.gov.in/delhi/content/pmkyv3</a></li> <li>• <a href="https://betacloud.ncs.gov.in/">https://betacloud.ncs.gov.in/</a></li> </ul>
<p><b>Existence of Judicial Conciliation for a Labor Dispute</b></p>	<p>The Industrial Disputes Act, 1947 applicable to the whole of India, allows judicial conciliation/ mediation as an ADR mechanism for labor disputes under the Industrial Disputes Act, 1947. Sections 4, 6, 7A, and 7B provide for conciliation officers, courts of inquiry, and industrial tribunals to mediate and adjudicate disputes, promoting settlement outside traditional litigation. The Central Government Industrial Tribunal-cum-Labour Court in Delhi and Mumbai also function as National Tribunals, adjudicate industrial disputes as per their jurisdiction.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf">https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf</a></li> <li>• <a href="https://cgil.labour.gov.in/jurisdiction">https://cgil.labour.gov.in/jurisdiction</a></li> </ul>

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<b>B-Ready Assessment Provisions</b>	<b>Additional Comments</b>	<b>• Relevant Links</b>
<b>Existence of Non-Judicial Conciliation for a Labor Dispute</b>	The law in India permits non-judicial conciliation as an ADR mechanism for labor disputes under the Industrial Disputes Act, 1947. Section 4 empowers the appropriate government to appoint conciliation officers to mediate and promote settlement of industrial disputes outside formal judicial proceedings. Industrial Disputes Act, 1947 is applicable to whole of India.	<a href="https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf">https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf</a>
<b>Existence of Arbitration for a Labor Dispute</b>	The law in India allows arbitration as an ADR mechanism for labor disputes under Section 10A of the Industrial Disputes Act, 1947. Employers and workmen may mutually agree in writing to refer an existing or apprehended industrial dispute to voluntary arbitration at any time before it is referred to a Labour Court or Tribunal. Industrial Disputes Act, 1947 is applicable to whole of India.	<a href="https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf">https://www.indiacode.nic.in/bitstream/123456789/11102/1/industrial-disputes-act-1947.pdf</a>
<b>Best Practice Initiation of Labor Inspections</b>	Labor inspectors in India can enter workplaces freely and without prior notice under Section 14 of The Payment of Wages Act, 1936 and other labour legislations, which grants powers to inspect premises, machinery, documents and records.	<a href="https://www.indiacode.nic.in/bitstream/123456789/20359/1/payment_of_wages_act_1936.pdf">https://www.indiacode.nic.in/bitstream/123456789/20359/1/payment_of_wages_act_1936.pdf</a>
<b>Enforcement of Legislation on Forced Labor, Child Labor, and Occupational Safety and Health</b> <i>Forced labor</i>	The law mandates enforcement of legislation on forced labor under Section 10 of the Bonded Labour System (Abolition) Act, 1976. State Governments confer powers on District Magistrates to ensure compliance, and they may authorize subordinate officers, including labor inspectors, to exercise these powers. Vigilance Committees also assist in monitoring implementation of the Act.	<a href="https://www.indiacode.nic.in/bitstream/123456789/1491/1/197619.pdf">https://www.indiacode.nic.in/bitstream/123456789/1491/1/197619.pdf</a>

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<p><b>Enforcement of Legislation on Forced Labor, Child Labor, and Occupational Safety and Health</b> <i>Child labor</i></p>	<p>Under Section 17 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, labor inspectorates are mandated to enforce child labor legislation. The Act empowers the appropriate government to appoint Inspectors to ensure compliance, and these Inspectors are deemed public servants under the Indian Penal Code. Additionally, Section 17A allows District Magistrates to implement the Act's provisions, while Section 17B mandates periodic inspections of prohibited and hazardous workplaces.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/12795/1/the_child_and_adolescent_labour_%28prohibition_and_regulation%29_act%2C_1986_no._61_of_1986_date_23.12.1986.pdf">https://www.indiacode.nic.in/bitstream/123456789/12795/1/the_child_and_adolescent_labour_%28prohibition_and_regulation%29_act%2C_1986_no._61_of_1986_date_23.12.1986.pdf</a></li> </ul>
<p><b>Enforcement of Legislation on Forced Labor, Child Labor, and Occupational Safety and Health</b> <i>Occupational Safety and Health</i></p>	<p>The Delhi Shops and Establishments Act, 1954, Section 37 includes provisions the provisions for enforcement and inspection. Various sector specific labour legislations have provisions for inspecting authority for OSH enforcement in The Motor Transport Workers Act, 1961.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/13587/1/delhishops_nestablishmentsact.pdf">https://www.indiacode.nic.in/bitstream/123456789/13587/1/delhishops_nestablishmentsact.pdf</a></li> <li>• <a href="https://www.indiacode.nic.in/bitstream/123456789/19026/1/motor_transport_workers_act_1961.pdf">https://www.indiacode.nic.in/bitstream/123456789/19026/1/motor_transport_workers_act_1961.pdf</a></li> </ul>
<p><b>Reported Labor Violation Cases</b></p>	<p>This data is available in the Annual Report 2024-25 of the Ministry of Labour and Employment, Government of India.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.labour.gov.in/static/uploads/2025/06/671d6613c2e3bb2bd09b4700265e2c9b.pdf">https://www.labour.gov.in/static/uploads/2025/06/671d6613c2e3bb2bd09b4700265e2c9b.pdf</a></li> </ul>
<p><b>Sex-Disaggregated Data on Labor Force Participation</b></p>	<p>Key Employment Unemployment Report for Jan 2024 - Dec 2024 as well as Monthly / Quarterly Periodic Labour Force Survey (PLFS) containing sex-disaggregated data on the number of employees in workforce is available on the website of Ministry of Statistics and Programme Implementation.</p>	<ul style="list-style-type: none"> <li>• <a href="https://164.100.161.63/sites/default/files/publication_reports/AnnualReport_PLFS2023-24L2.pdf">https://164.100.161.63/sites/default/files/publication_reports/AnnualReport_PLFS2023-24L2.pdf</a></li> <li>• <a href="https://esankhyiki.mospi.gov.in/macroiindicators?product=plfs">https://esankhyiki.mospi.gov.in/macroiindicators?product=plfs</a></li> </ul>
<p><b>Sex-Disaggregated Data on Unemployment</b></p>	<p>Key Employment Unemployment Report for Jan 2024 - Dec 2024 as well as Monthly / Quarterly Periodic Labour Force Survey (PLFS) containing data on unemployment is available from January,2024 to December,2024 on the</p>	<ul style="list-style-type: none"> <li>• <a href="https://164.100.161.63/sites/default/files/publication_reports/AnnualReport_PLFS2023-24L2.pdf">https://164.100.161.63/sites/default/files/publication_reports/AnnualReport_PLFS2023-24L2.pdf</a></li> <li>• <a href="https://esankhyiki.mospi.gov.in/macroiindicators?product=plfs">https://esankhyiki.mospi.gov.in/macroiindicators?product=plfs</a></li> </ul>

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	website of Ministry of Statistics and Programme Implementation.	
<b>Sex-Disaggregated Data on Informal Employment</b>	<p>The ASUSE 2023-24 (Annual Survey of Unincorporated Sector Enterprises) provides sex-disaggregated data for the unincorporated non-agricultural workforce, including the participation of women in the total workforce of this sector.</p> <p>Statement 21, Annual Survey of Unincorporated Sector Enterprises (ASUSE) (October 2023 – September 2024).</p>	<p><a href="https://www.mospi.gov.in/sites/default/files/publication_reports/ASUSE_2023_24_Full_Report-L.pdf">https://www.mospi.gov.in/sites/default/files/publication_reports/ASUSE_2023_24_Full_Report-L.pdf</a></p>
<b>Sex-Disaggregated Data on Wages</b>	<p>Sex-disaggregated data on average daily wage earnings of casual laborers (other than public works) for January–March 2024 and April–June 2024 are available in Women and Men in India 2024: Selected Indicators and Data (Table 4.7.3 and Table 4.7.4), and data on average monthly wage/salary earnings of regular wage/salaried employees are provided in the PLFS Annual Report 2023-24 (Statement 10); both reports are published by the Ministry of Statistics and Programme Implementation (MoSPI), Government of India.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.mospi.gov.in/sites/default/files/reports_and_publication/statistical_publication/Women_Men/mw24/CompetePublication_WM2024.pdf">https://www.mospi.gov.in/sites/default/files/reports_and_publication/statistical_publication/Women_Men/mw24/CompetePublication_WM2024.pdf</a></li> <li>• <a href="https://164.100.161.63/sites/default/files/publication_reports/AnnualReport_PLFS2023-24L2.pdf">https://164.100.161.63/sites/default/files/publication_reports/AnnualReport_PLFS2023-24L2.pdf</a></li> </ul>