

Compliances under OSH Code 2020

The Occupational Safety, Health and Working Conditions (OSH) Code, 2020 requires electronic registration via the Shram Suvidha portal for establishments with 10+ workers, with updates for changes within 30 days. Compliances cover safety committees, medical exams, and returns, primarily affecting factories, mines, construction, plantations, and services. No official single Excel sheet exists from the government, but key details are compiled below in a tabular format for easy Excel import.

Registration and Forms Table

Requirement	Relevant Form/Portal	Timeline	Key Details
New Establishment Registration	Electronic application on Shram Suvidha Portal (shramsuvirdha.gov.in)	Within 60 days of Code applicability or start of operations	Include PAN/TAN, address proof; certificate issued in 7-15 days; valid permanently until closure.
Existing Establishments	Deemed registered; provide details to registering officer	Within 6 months (or prescribed time) of commencement	Covers prior central law registrants; display certificate.
Changes (ownership/management)	Electronic amendment form on portal	Within 30 days of change	Non-transferable certificate; update electronically.
Factory License	Site appraisal and license application	30 days for approval (deemed if delayed)	For 20+ workers (with power) or 40+ (without);

Requirement	Relevant Form/Portal	Timeline	Key Details
			hazardous processes.
Contract Labour License	Portal-based license	Before engaging 50+ contract workers	Specific to inter-state migrants too.

Update and Compliance Timelines Table

Compliance Item	Timeline/Frequency	Form/Process
Annual Returns	Annually	Electronic via Shram Suvidha
Accident/Disease Reporting	Immediately	Portal notification.
Safety Committee Formation	Ongoing	For factories (500+ workers), mines (100+), construction (250+).
Medical Examinations	Annually for workers >40 years	Employer-provided.
Renewal/Inspection	Periodic (portal-driven)	Automated tracking.

Industry/Sector	Threshold/Notes
Factories	20+ workers (power) or 40+ (no power); safety audits required.
Mines	100+ workers for committee; health focus.
Construction (BOCW)	250+ workers for committee; welfare facilities.
Plantations, Docks, Motor Transport	Specific safety provisions.
Manufacturing, IT/ITeS, Media, Services	10+ workers for registration; creches, leaves (eligible after 180 days).
Hazardous Processes	Site appraisal mandatory.