

**Bill No. 92 of 2025**

THE SALT WORKERS (WELFARE) BILL, 2025

By

SMT. KANIMOZHI KARUNANIDHI, M.P.

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BILL

*to ensure protection, fair livelihood and access to essential services for salt workers across the country, including healthcare, old age support, maternity benefits and education for their children and for all matters connected therewith and incidental thereto.*

BE it enacted by Parliament in the Seventy-sixth Year of the Republic of India as follows:—

1. (1) This Act may be called the Salt Workers (Welfare) Act, 2025.

(2) It extends to the whole India.

5 (3) It shall come into force on such date as the Central Government may by notification in the official Gazette, appoint.

2. In this Act, unless the context otherwise requires:—

(a) “appropriate Government” means in the case of a State, the Government of that State and in other cases the Union Government;

Short title,  
extent and  
commencement.

Definitions.

(b) “Board” means the Salt Workers Welfare Board constituted under section 3;

(c) “employer” means any person who employs, whether directly or through any other person, or contractor, whether on behalf of himself or on behalf of any other person, one or more labourer or workers for work connected with salt making from sea or salt lake, as the case may be, including handling of salt;

(d) “prescribed” means prescribed by rules made under this Act; and

(e) “salt worker” means any person engaged in making salt from sea or lake water on land by digging shallow wells and pumping out brine or in a chemical factory or any related occupation as a wage earner, whether in cash or kind, for his livelihood and includes a person engaged through a contractor or engaged as a self employed person.

Formulation of National Policy for Salt and Salt Workers.

3. (1) The Central Government shall, by notification in the Official Gazette, formulate a National Policy of Salt and Salt Workers.

(2) The National Policy formulated under sub-section (1) shall include,—

- (a) a common salt policy for the entire country;
- (b) declaration of salt as an agricultural product;
- (c) welfare measures and social security for the salt workers; and
- (d) the policy for Cooperative salt farming.

Constitution of Salt Workers Welfare Board.

4. **The Central Government shall, by notification in the official gazette, constitute a Board to be known as the Salt Workers Welfare Board for carrying out the provisions of this Act.**

The Board shall consist of,—

- (1) such number of representatives from the Union Ministry of Labour and Employment as the Central Government deem fit;
- (2) such number of representatives from State Government as the Central Government in consultation with State Governments appoint;
- (3) such number of representatives of salt worker unions as the Central Government may by notification appoint;**
- (4) such number of representatives of NGOs and civil society organisations as the Central Government may by notification appoint; and**
- (5) such number of industry and technical experts to be nominated by the Central Government in such manner as may be prescribed.**

Functions of Salt Workers Welfare Board.

5. The Board shall,—

- (a) formulate policy guidelines for welfare measures;
- (b) monitor the implementation of welfare schemes for salt workers;
- (c) hear appeals and complaints, and impose fines for violations of the provision of this Act in such manner as may be prescribed;
- (d) establish a welfare fund for salt workers; and**
- (e) recommend reforms and submit annual reports to the Central Government.

6. The appropriate Government shall ensure that every salt-producing district constitute a District-Level Salt Welfare Committee consisting of representatives from,—

District-Level Salt Welfare Committees.

- (a) Local administration;
- (b) Salt Worker groups;
- (c) Health and Education Departments; and
- (d) Local NGOs.

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7. (1) **The appropriate Government shall ensure that every salt worker is mandatorily registered through a digital portal established and maintained in this behalf in such manner as may be prescribed.**

Responsibility of the appropriate Government.

(2) **Every registered Salt Worker under sub-section (1) shall be issued Smart ID Card linked to Aadhaar, e-Shram and Jan Dhan accounts.**

(3) The appropriate Government shall ensure provision of portability and periodic updates of the registered Salt Workers under its jurisdiction.

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8. (1) It shall be the duty of the Central Government to undertake such relevant measures as it thinks fit for the welfare of salt workers with the help of salt farm owners and salt farmers.

Duty of the Central Government.

(2) Without prejudice to the generality of the provisions of sub-section (1), the measures referred to therein may provide for,—

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(a) maintaining a record of salt workers with such particulars and in such manner as may be prescribed;

(b) ensuring that the wages of salt workers are not less than the minimum wages prescribed by it for such workers, from time to time by the Board;

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(c) **ensuring protection from exploitation and availability of work around the year for the salt workers through skill training and by generating allied income activities for them;**

(d) **provision of the old age pension to the salt workers;**

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(e) **provision of medical care, in particular for the eye and skin-related diseases caused by salt and salty water, which the salt workers have to handle while making salt, with both the indoor and outdoor patient facilities for the salt workers and their family members;**

(f) **conducting regular medical check-up camps at least once a year for the salt workers;**

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(g) **payment of compensation to the next of kin in case of the death of salt workers;**

(h) **maternity and creche facilities for the female salt workers;**

(i) **educational facilities to the children of salt workers, free of cost;**

(j) **water supply for drinking and other purposes for the salt workers;**

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(k) **measures for improving the standard of living and nutrition of salt workers;**

(l) **providing financial assistance to the salt workers in case of infirmity or disability due to accident or any other reason;**

**(m) ensuring the safety and proper working conditions for salt workers by providing necessary protective equipment such as footwear, safety glasses, gloves, and other relevant gear;**

**(n) availability of functional toilet facilities at the salt pan sites, with separate provisions for males and females;**

**(o) insurance to salt farmers under the Pradhan Mantri Fasal Bima Yojana where by the Salt farmers may be required to pay a 1.5 per cent premium and the affected Governments to bear the remaining premium;**

**(p) declaration of the Minimum Support Price (MSP) for Salt; and**

**(q) such other welfare measures as may be prescribed.**

Amendment  
of the Mines  
and Minerals  
(Development  
and  
Regulation)  
Act 1957.

**9.** In the second Schedule of the Mines and Minerals (Development and Regulation) Act, 1957, in entry 51 the words “rocksalt” shall be omitted.

Overriding  
effect of the  
Act.

**10.** The provisions of this Act shall be in addition to and not in derogation of any other law for the time being in force dealing with the subject matter of this Act.

Power to  
remove  
difficulties.

**11.** If any difficulty arises in giving effect to the provisions of this Act, the Central Government, may make such order to give such direction, not inconsistent with the provisions of this Act, as appears it to be necessary or expedient for the removal of the difficulty and any such order shall be final.

Power to make  
rules.

**12. (1)** The appropriate Government may, by notification in the Official Gazette, make rules for carrying out the purposes of this Act.

(2) Every rule made under this Act shall be laid, as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both the Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

(3) Every rule made by the State Government under this Act shall be laid, as soon as may be after it is made, before the State Legislature.

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67 of 1957.

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## STATEMENT OF OBJECTS AND REASONS

Salt production is a cornerstone of India's economy, ranking as the third-largest producer globally. The industry is predominantly labour-intensive, employing a large number of workers daily. These workers, despite their immense contribution, remain among the most socio-economically deprived in the country and there is no national policy for them. There are some States which have implemented policies for salt workers but there is a need for National Level Policy for all the Salt Workers in the Country.

Salt workers endure extreme climatic conditions, prolonged exposure to saline environments, and a lack of protective infrastructure. This takes a severe toll on their physical health, resulting in chronic ailments such as skin diseases, eye disorders, and musculoskeletal problems. Women workers, who constitute a significant portion of the workforce, are further burdened due to the absence of maternity care, childcare support, and safe working environments.

Education remains out of reach for many children of salt workers, leading to high dropout rates and intergenerational poverty. The lack of formal employment contracts, social security coverage, and institutional recognition further compounds the vulnerability of these workers. Despite being essential to the nation's food and chemical industries, salt workers are often invisible in the policymaking process.

This Bill seeks to correct these historical and systemic injustices through a rights-based, comprehensive approach. It aims to provide for the following:

- (i) Legal recognition of salt workers and enumeration of those engaged in the sector, both permanent and seasonal;
- (ii) Guaranteed minimum earnings through fair and timely remuneration mechanisms;
- (iii) Healthcare access, including preventive and curative services tailored to the specific occupational hazards faced by salt workers;
- (iv) Minimum Support Price (MSP) for salt;
- (v) Protection against salt farming through various calamities by availing Insurance for salt farming;
- (vi) Recognising the salt as agricultural and not a mineral;
- (vii) Support for elderly workers, including old-age assistance and pension schemes;
- (viii) Maternity care and reproductive health services for women workers;
- (ix) Educational facilities and scholarships for children of salt workers, with provisions to prevent child labour;
- (x) Basic amenities in salt-producing areas, such as housing, clean drinking water, sanitation and transportation; and
- (xi) Institutional mechanisms for grievance redressal, worker participation, and oversight of implementation.

The objective of this Bill is not merely welfare but justice—restoring dignity, security, and opportunity to a workforce that has been historically excluded from the benefits of economic growth. A welfare State has to extend meaningful protections to those who contribute silently and consistently to its development.

The Bill, therefore, marks a step toward fulfilling the constitutional promise of equality, fraternity, and social justice. It is a call to action for the nation to stand with its salt workers, not in charity, but in recognition of their rights and humanity.

Hence this Bill.

NEW DELHI;  
*July 4, 2025.*

KANIMOZHI KARUNANIDHI

## FINANCIAL MEMORANDUM

Clause 4 of the Bill provides for the constitution of the salt workers Welfare Board by the Central Government. Clause 5 provides for the establishment of a welfare fund for salt workers. Clause 7 provides for establishment of a digital portal where salt workers are mandatorily registered. Clause 8 provides for various welfare measures for the benefit of salt workers. The Bill, therefore, if enacted, would involve expenditure from the Consolidated Fund of India.

The recurring and non-recurring expenditure on this count cannot be estimated at this stage, but has to be worked out by the Central Government while implementing the provisions of the Act.

## MEMORANDUM REGARDING DELEGATED LEGISLATION

Clause 12 of the Bill empowers the appropriate Government to make rules for carrying out the purposes of the Bill. As the rules will relate to matters of detail only, the delegation of legislative power is of a normal character.

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*(Smt. Kanimozhi Karunanidhi, M.P.)*