

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 2331  
TO BE ANSWERED ON 12.03.2026**

**SAFETY MEASURES FOR WORKERS**

**2331. SHRI MILIND MURLI DEORA:**

**DR. K. LAXMAN:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) the advancements made in ensuring occupational safety, health and improved working conditions across industries, particularly in construction, mining and manufacturing, as envisioned under the Occupational Safety, Health and Working Conditions Code, 2020;**
- (b) the measures taken to raise awareness and ensure compliance with safety standards to prevent accidents and occupational diseases, especially in industrial clusters in States like Telangana;**
- (c) the role of inspector-cum-facilitators and the use of technology in promoting a culture of safety and self-certification while protecting worker rights; and**
- (d) the impact of these measures on enhancing productivity, worker well-being and dignity of labour?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SUSHRI SHOBHA KARANDLAJE)**

**(a) to (d): The Central Government has enacted the Occupational Safety, Health and Working Conditions (OSH&WC) Code 2020, came into force on 21.11.2025, to regulate the occupational safety, health and working conditions of the persons employed in establishments including construction, factories, mining etc. The provisions of OSH & WC Code 2020 and rules, regulations and standards framed thereunder are implemented by the appropriate government.**

**The OSH Code provides for, inter-alia, universal application of occupational safety, health and welfare facilities in all establishments having 10 or more workers and even for establishments with one employee, in hazardous or life-threatening occupations, free annual health check-up for employees, formalization through appointment letters, regulation of working**

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**hours, women allowed to work in all sector in all types of works, including night shifts (with consent and safety measures), Inspectors are now Inspector-cum-Facilitators to support compliance, simplified compliance i.e. single license, single registration, and single return system, web based randomized inspection, third party audit and certification of start-up establishments or class of establishments etc.**

**Measures taken by the Ministry of Labour & Employment include raising awareness include regional conferences with State/ UTs Labour and Industry Secretaries, capacity building of officers associated with implementation of Codes by VVGNLI, Codes specific on-line training programs on IGot, awareness programs by offices of Chief Labour Commissioner( central), *Directorate General Of Mines Safety*, Directorate General Factory Advice and Labour Institutes, Dattopant Thengadi National Board for Workers Education & Development at establishment premises, with workers and employers, trade unions etc. Govt. of Telengana has also undertaken awareness by organizing training programs, capacity building, sensitization program for management etc.**

**The OSH&WC Code, 2020 empowers the appropriate Government to appoint Inspector-cum-Facilitators and frame randomized web-based inspection system. By reorienting the role of enforcement agencies to also facilitate compliance with laws, using technology and clear guidelines, inspections will become more transparent, objective and efficient. Appropriate government may also frame scheme for empanelment of experts for third party audit and certification.**

**These measure promote productivity, well being & dignity of workers by providing safe working environment, better compliances with laws, formalization of employment.**