

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2959
TO BE ANSWERED ON 13.08.2026**

IMPACT OF AI-ENABLED SURVEILLANCE ON WORKERS

2959. SMT. RAJATHI:

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

- (a) whether Government is aware of recent reports on the use of AI-enabled wearable cameras and surveillance technologies to monitor workers in garment factories;**
- (b) whether the Ministry has undertaken any assessment on the impact of such surveillance on workers and their privacy;**
- (c) whether any standard operating procedures have been issued by Government highlighting the need for informed consent of employees; and**
- (d) the specific measures taken to safeguard workers in such instances?**

ANSWER

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

(a) to (d): The “labour” is in the concurrent list. As per Occupational Safety, Health and Working Conditions (OSH&WC) Code, 2020, enacted by Central Government to regulate occupational safety, health and working conditions of the persons employed in an establishment including factories and for matters connected therewith or incidental thereto, State Government is the appropriate government in case of factories. The OSH&WC Code, 2020 has come into force with effect from 21.11.2025. The Central Government has also notified OSH & WC (Central) Rules 2026 on 08.05.2026. There are elaborate provisions pertaining to occupational safety, health, welfare, hazardous processes, penalties and procedures etc. under the OSH & WC Code 2020 and rules framed thereunder.

The OSH & WC Code 2020 mandates the employers to provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to health of the employees.

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Further, the OSH & WC Code 2020 also mandates appropriate government to constitute Safety Committee in specified establishments or class of establishments. The Safety committee have equal representation of employer and employee to safeguard the worker's interest. The employees have a right to receive workplace health and safety information and raise concerns directly with employer or through Safety Committee.

The OSH & WC Code 2020 and the rules framed thereunder are enforced by respective States / Union Territories in case of factories. In case of violations of any of the provisions thereof, the Chief Inspector cum Facilitator / Inspector cum Facilitator, notified under the OSH & WC Code 2020, is empowered to initiate legal action against the employer of the factory.

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