

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1201
TO BE ANSWERED ON 08.12.2025**

WELFARE OF ORGANISED AND UNORGANISED SECTOR

**1201. SHRI VISHALDADA PRAKASHBAPU PATIL:
SHRI RAVINDRA DATTARAM WAIKAR:
SHRI SHRIRANG APPA CHANDU BARNE:
DR. SHRIKANT EKNATH SHINDE:
SMT. BHARTI PARDHI:
SHRI NARESH GANPAT MHASKE:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government has assessed the current status of worker safety, welfare and social security coverage across organised and unorganised sectors in the country, State/UT-wise and if so, the details thereof;**
- (b) the details of the steps taken by the Government to ensure implementation of labour laws, including minimum wages, working conditions and occupational safety standards during the last three years;**
- (c) whether the Government has introduced or plans to introduce initiatives to enhance skill development, upskilling and employability of workers to meet the demands of emerging industries and if so, the details thereof;**
- (d) the details of the measures taken by the Government to monitor compliance with safety regulations, particularly in high-risk sectors such as construction, manufacturing and mining along with penalties imposed for their violations;**
- (e) whether the Government has evaluated the effectiveness of schemes providing social security, insurance and health benefits to the workers and if so, the outcomes thereof; and**
- (f) the details of the long-term strategies proposed to improve working conditions, promote fair employment practices and ensure welfare and safety of all workers in the country?**

ANSWER

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

(a) to (f): The four Labour Codes - the Code on Wages, 2019, the Industrial Relations (IR) Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 have come into force on 21.11.2025, rationalizing 29 existing labour laws for better working conditions, safety, wages, social security & enhanced welfare for worker.

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These new labour codes mandate appointment letters, universal minimum wages, nationwide social security for gig, platform and interstate migrant workers, free annual health check-ups, expanded rights for women to work in all sectors including night shifts, etc. The Codes enhance worker safety, welfare, and social protection across sectors including unorganized workers. The IR Code also provides reskilling fund for retrenched workers.

Rules, regulations, standards etc. have been made for safety of workers in constructions, manufacturing and mining sector. For compliance with rules, regulations, inspections are conducted time to time in respect of conditions of service including the health, safety and welfare provisions. In case of detection of irregularities, penalties including fines and imprisonment are imposed as per rules and regulations prescribed.

The two-day National Conference of Labour & Employment and Industry Ministers and Secretaries of States and Union Territories was held during 11th – 12th November, 2025. Draft 'Shram Shakti NITI' (National Labour & Employment Policy) a comprehensive vision document has been prepared to build an inclusive, fair, and resilient ecosystem for workers, accelerating India's journey towards a Viksit Bharat by 2047.

In addition, the Government is implementing Pradhan Mantri Viksit Bharat Rozgar Yojana to support employment generation, enhance employability and social security across all sectors, with special focus on the manufacturing sector. The scheme with an outlay of Rs 99,446 Crore aims to incentivize the creation of more than 3.5 Crore jobs in the country, over a period of 2 years.
