

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 274
TO BE ANSWERED ON 02.02.2026**

MIGRANT LABOUR IN MARINE FISHERIES SECTOR OF KERALA

274. DR. SHASHI THAROOR:

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

- (a) whether it is a fact that migrant workers who constitutes significant percentage of workforce in the fisheries sector earn significantly less than native workers, averaging Rs.25,000 per month in harvest activities compared to Rs.30,000 for natives, and only Rs.11,000 per month in post-harvest work;**
- (b) if so, the steps taken by the Government to ensure compliance with minimum wage laws, decent working conditions and humane living standards for such workers; and**
- (c) the details of inspections, audits, or enforcement actions carried out in Kerala's fisheries sector during the last three years and the current year under the Code on Social Security and the Occupational Safety, Health and Working Conditions Code along with violations detected and penalties imposed?**

ANSWER

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

(a) to (c): Fisheries is a state subject under 7th Schedule of the Constitution of India. In the fisheries sector, the respective state Government fixes the minimum wages.

The provisions of the Minimum Wages Act, 1948, have been rationalized and subsumed under the Code on Wages, 2019 which have been made effective from 21.11.2025. Under the provisions of Code on Wages, 2019, the Central Government and the State Governments, as appropriate Government, fix, review and revise the minimum wages for all employments under their respective jurisdictions.

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The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979 has subsumed in the Occupational Safety, Health and Working Conditions (OSH) Code, 2020. The OSH Code, provides for decent working conditions, minimum wages, grievances redressal mechanisms, toll free helpline, and social security to all category of organised and unorganized workers including migrant workers.

In the OSH Code, 2020 inter-state migrant worker has been defined as a person who is employed in an establishment who has been recruited directly by the employer or indirectly through contractor in one State for employment in such establishment situated in another State or, has come on his own from one State and obtained employment in an establishment of another State or has subsequently changed the establishment within the destination State Under an agreement or other arrangement for such employment and draws wages not exceeding the amount of Rs.18000/- per month.

In the Central sphere, the enforcement is done through the Inspecting Officers of the Chief Labour Commissioner (Central), commonly designated as Central Industrial Relations Machinery (CIRM) and the compliance in the State sphere is ensured through the State Enforcement Machinery.

Since, fisheries is a State subject under 7th Schedule of the Constitution of India, inspection, audit and enforcement under the fisheries sector are carried out by the respective state Governments.
