

**GOVERNMENT OF INDIA
MINISTRY OF COAL**

**LOK SABHA
UNSTARRED QUESTION No. 4222
ANSWERED ON 18.03.2026**

SAFETY AND HEALTH OF WORKERS IN COAL MINES

**4222. Shri Bhartruhari Mahtab:
Shri Anup Sanjay Dhotre:
Shri Parbhubhai Nagarbhai Vasava:
Shri Vijay Kumar Dubey:
Shri Pradeep Kumar Singh:
Shri Satish Kumar Gautam:
Shri Naba Charan Majhi:
Shri Krishna Prasad Tenneti:
Shri Ananta Nayak:**

Will the Minister of *COAL* be pleased to state:

- (a) whether annual health examinations and notified occupational disease coverage under the new Labour Codes have enhanced miner welfare and reduced compliance burdens in the coal mines including coal mines located in Odisha particularly in Keonjhar Lok Sabha Constituency;
- (b) if so, the details thereof;
- (c) the measures being taken by the Government to ensure the safety and health of workers in both public and private sector coal mines including those operating in Odisha;
- (d) whether the Government has a comprehensive plan for the Just Transition of workers in mines approaching end-of-life stage including in mining belts such as Keonjhar; and
- (e) if so, the details thereof?

ANSWER

**MINISTER OF STATE FOR COAL AND MINES
(SHRI SATISH CHANDRA DUBEY)**

(a) & (b): Yes. The Central Government has implemented the four Labour Codes, the Code on Wages, 2019, the Code on Social Security, 2020 (CoSS), the Industrial Relations Code, 2020 (IR Code), and the Occupational Safety, Health and Working Conditions Code, 2020 (OSH&WC Code) with effect from 21st November 2025. The Codes consolidate 29 legislations into 4. Further, the four Labour Codes provide for single registration, licensing and return, reduce multiplicity of definitions and authorities, facilitate use of technology and bring transparency and accountability in enforcement and thereby reduce compliance burden.

Employers are mandated to provide free of cost annual health examination and tests for employees and report occurrence of notified diseases to appropriate Government, as provided under the OSH & WC code, 2020. These provisions enable early detection of diseases and preventive healthcare, help reduce medical expenses and support the development of a healthier, more productive workforce in the coal mines including those located in Odisha.

(c): Coal sector-specific safety regulations have been implemented under the Coal Mines Regulations, 2017, to prescribe modernisation, mechanisation, emergency response and evacuation requirements in all coal mines. The OSH&WC Code, 2020, which has come into effect from 21st November, 2025 regulates working conditions and workplace environments to safeguard the health, safety, and welfare of workers, including mine workers. The provisions are applicable for all coal mines in public as well as private sector.

(d) & (e):The Mining Plan and Mine Closure Guidelines issued by the Ministry of Coal on 31.01.2025 incorporate provisions relating to community engagement, adoption of global best practices for mine closure. Additionally, the Coal and Lignite Public Sector Undertakings (PSUs) undertake various initiatives under their Corporate Social Responsibility (CSR) and Rehabilitation & Resettlement (R&R) programmes for project-affected families. These include skill development programmes, vocational training, support for self-employment and infrastructure development in mining-affected areas.
