

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 434
TO BE ANSWERED ON 02.02.2026**

**WORKER SAFETY SAFEGUARDS UNDER OCCUPATIONAL SAFETY
CODE**

434. SHRI MADDILA GURUMOORTHY:

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

- (a) whether the Government is aware that the Occupational Safety, Health and Working Conditions Code has expanded coverage to multiple sectors while simultaneously reducing explicit statutory obligations in certain high-risk employments such as construction, mines, and contract labourers and if so, the details thereof;**
- (b) whether the Government has assessed the readiness of Central and State enforcement machineries including availability of qualified safety officers, inspectors-cum-facilitators and medical infrastructure for effective implementation of the said Code; and**
- (c) if so, the details thereof including timelines for framing sector-specific rules, mechanisms for mandatory safety audits, accident reporting and measures proposed to fix accountability on employers to prevent workplace accidents and occupational diseases?**

ANSWER

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

(a) to (c): The Government has enacted Occupational Safety, Health and Working Conditions (OSH & WC) Code, 2020, to consolidate and simplify the existing labour laws. It replaces 13 existing central labour laws into a single comprehensive legislation, thereby reducing multiplicity and bringing uniformity across sectors and states. The Code mandates health and safety provisions for all workers employed in establishments employing 10 or more employees.

Since, the labour is in the concurrent list and accordingly, roles and responsibilities have been specified under the OSH & WC Code, 2020 for Central and State Government. Ministry of Labour & Employment has pre published the draft rules under OSH & WC Code 2020 on 30th December 2025 seeking comments of stakeholders.

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The Ministry of Labour & Employment has conducted several meetings, workshops, regional conferences, video conferencing, etc. with States/ UTs on implementation of Codes. The Ministry is also imparting training to the officers of State Government through V.V. Giri National Labour Institute (VVGNI), Noida. Further, on-line training modules on Codes have developed and hosted on iGOT Karmayogi.

The Code mandates employer to comply, inter-alia, with occupational safety & health standards including safety audit, send notices of accident which causes death or bodily injury to authorities prescribed by appropriate government. Further, for contravention of provisions of the code, rules, regulations, standards, bye-laws, the code has provisions for penalty or punishment, as applicable.
