GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 348
TO BE ANSWERED ON 02.02.2026

GRIEVANCES AND SAFETY OF MIGRANT WORKERS

†348. SHRI RAJKUMAR ROAT:

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

(a) the details of the existing rules regarding the daily working hours, overtime limit and rate, minimum wages and safety of workers in the country;
(b) whether a large number of tribal labourers from southern Rajasthan are employed as migrant workers in Gujarat and they are made to work beyond the prescribed standards, have their wages withheld, or they are not paid overtime and if so, the details thereof along with the year-wise details of complaints received in this regard;
(c) whether the Government proposes to constitute a monitoring committee to protect the rights of migrant workers, strictly enforcing duty rules and introducing programmes such as a monitoring portal and legal aid for workers; and
(d) if so, the time by which such monitoring committee is likely to be constituted and if not, the reasons therefor?

ANSWER

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

(a): The Central Government has enacted the Occupational Safety, Health and Working Conditions (OSH&WC) Code, 2020, which has come into force with effect from 21.11.2025. The OSH & WC Code 2020 regulates daily working hours, overtime hours and rate, payment of wages, occupational safety and health for workers working in establishment.

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(b) to (d): In order to safeguard the interests of the migrant workers, the Central Government had enacted the Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979. This act has now been subsumed in OSH&WC Code, 2020. The OSH & WC Code provides for grievances redressal mechanism, toll free helpline for interstate migrant worker (ISMW), mandatary appointment letter, annual health check-up, etc. for workers including interstate migrant workers. The OSH & WC Code 2020 in respect of ISMW is implemented by Central Government as well as by State Government in respective spheres. Therefore, no centralized data is maintained in Ministry of Labour & Employment related to grievances of ISMW.

The enforcement authorities under Central Industrial Relations Machinery (CIRM) conduct regular inspections of the registered establishments and licensed contractors in the Central Sphere. The State Governments are mandated to enforce the Act, in the State Sphere."

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