

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2381
TO BE ANSWERED ON 03.08.2026**

WORKER SAFETY AND WELFARE MEASURES

2381. SHRI SHYAMKUMAR DAULAT BARVE:

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

- (a) the details of welfare, health and safety facilities mandated by law to be provided to workers including contract, migrant and gig workers, along with safety training, medical facilities, safety equipment, shelter, insurance and any other facilities mandated to be provided thereof;**
- (b) whether the Government has conducted any assessment to find out whether the said facilities have been provided by the employers and establishments;**
- (c) if so, the details of establishments/industries etc. found to be complying and non-complying to the said statutory mandate;**
- (d) whether the Government has carried out any assessment to find out the facilities provided or mandated for the safety of workers including contract, migrant and gig workers are adequate or not and if so, the details thereof; and**
- (e) whether the Government has proposed any policy or measure to improve the compliance of the said mandates so as to reduce industrial accidents, injuries and deaths and if so, the details thereof?**

ANSWER

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

(a) to (e): The Government has enacted Occupational Safety, Health and Working Conditions (OSH&WC) Code 2020, which came into force from 21.11.2025, to regulate safety, health and working conditions of the persons employed including contract and migrant worker in an establishment and for matters connected therewith or incidental thereto. The Central Government has notified OSH & WC (Central) Rules 2026 on 08.05.2026. There are elaborate provisions pertaining to occupational safety, health, welfare, penalties and procedures etc. under the OSH & WC Code 2020 and rules framed thereunder.

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The OSH & WC Code 2020 empowers the employer is to ensure that workplace is free from hazards which cause or are likely to cause injury or occupational disease. Further, under the OSH & WC (Central) Rules 2026, there are detailed provisions regarding welfare provisions viz. drinking water, canteen facility, toilets, shelter and rest rooms, etc. The Rule also prescribed free annual health examination for employee who has completed forty years of age in certain establishments.

The owner or occupier or employer, as the case may be, are required to comply with the provisions of the OSH & WC Code 2020 and rules framed thereunder. In case of factories, the OSH & WC Code 2020 and the rules framed thereunder are enforced by respective States / Union Territories. The Chief Inspector cum Facilitator/Inspector cum Facilitator, notified under the OSH & WC Code 2020, is empowered to initiate legal action against the occupier or employer or owner in case of violations of provisions of the Code or rules framed thereunder.

The definition of ‘gig workers’ has been provided in the Code on Social Security (CoSS), 2020. Gig workers are outside the traditional employer-employee relationship. The CoSS provides for framing of suitable social security measures for gig workers and platform workers on matters relating to life and disability cover, accident insurance, health and maternity benefits, old age protection, etc. The Code provides for setting up of a Social Security Fund to finance these welfare schemes. The Code also has provisions to constitute a National Social Security Board for the purposes of the welfare of gig workers.
