

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 3670  
TO BE ANSWERED ON 10.08.2026**

**SAFETY AND PROTECTION OF CONTRACTUAL WORKERS IN  
HAZARDOUS INDUSTRIES**

**3670. SHRI E T MOHAMMED BASHEER:**

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

- (a) whether the Government has assessed the higher occupational risks faced by contractual and outsourced workers in hazardous industries due to inadequate training, fragmented accountability and insufficient protective equipment and if so, the details thereof;**
- (b) whether employers are required to provide contractual workers with the same safety training, protective equipment, emergency response arrangements and compensation safeguards as regular workers and if so, the mechanism for monitoring compliance; and**
- (c) the details of steps taken by the Government to ensure effective implementation of the occupational safety framework, fix accountability for preventable industrial deaths and address manpower shortages in labour inspection and safety enforcement authorities?**

**ANSWER**

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

**(a) to (c): 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 to regulate occupational safety, health and working conditions of the persons employed in an establishment and for matters connected therewith or incidental thereto. The Central Government has also notified OSH & WC (Central) Rules 2026 on 08.05.2026.**

**For workplace safety, the OSH & WC Code, 2020 does not discriminate between contractual and regular workers. The Code mandates employers to provide such information, instruction, training and supervision as are necessary to ensure the health and safety of all employees at work. Further, OSH & WC Code 2020 also mandates employers to provide personal protective equipment (PPE) free to cost, welfare facilities, first-aid, etc. to workers.**

**Contd..2/-**

**The employer of the establishments registered under the OSH & WC Code 2020 is required to comply with the provisions of the Codes and rules framed thereunder. In case of violations of any of the provisions thereof, the Chief Inspector cum Facilitator / Inspector cum Facilitator, notified under the OSH & WC Code 2020, are empowered to initiate legal action against the employer.**

**Further, the Government has also enacted Code on Social Security (CoSS) 2020 which has come to effect with effect from 21.11.2025. As per CoSS 2020, the compensation related issues are dealt at State / Union Territories level.**

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