

Regarding need to amend the Labour Code to include the persons with rare diseases and immunological disorders within the framework of social security and workplace protection-laid

SHRI TEJASVI SURYA (BANGALORE SOUTH): I wish to draw the attention of the Government to the urgent need to recognise and include persons living with rare diseases and autoimmune conditions, including Myopathy, Myositis, and other neurological and immunological disorders, within the framework of the labour codes. There is a pressing requirement to introduce appropriate provisions such as flexible working hours, work-from-home options, reasonable workplace accommodations, and social security safeguards to ensure that such individuals are not excluded from the workforce. The Government of India has acknowledged these challenges through the National Policy for Rare Diseases, and a similar inclusive approach is required within labour regulations. In 2025, the Government also operationalised labour code provisions to empower women, strengthen maternity benefits, and enable work-from-home options where applicable under the Code on Social Security. Many people living with these conditions? experiences only occasional flare-ups or intermittent muscle weakness and are otherwise capable, skilled, and productive professionals. With supportive policies, they can effectively discharge their responsibilities and contribute meaningfully to economic growth and national development while maintaining dignity and financial independence. I urge the government to consider introducing suitable amendments to the labour codes for the benefit of citizens with certain health conditions.