

Occupational Safety, Health and Working Conditions (OSH) Code to provide decent working conditions and social security to all categories of workers including migrant workers

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The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) which is conducted by the Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18. The survey period is July to June of next year. As per the data available in latest Annual PLFS Reports, the estimated Worker Population Ratio (WPR), indicating employment, on usual status for persons of age 15 years & above was 50.9%, 52.6% and 52.9% during 2019-20, 2020-21 and 2021-22, respectively.

As per the Report Migration in India, 2020-21, based on PLFS 2020-21, released by Ministry of Statistics and Programme Implementation (MoSPI), the total migration rate in India was 28.9%. Out of the total migrant persons, around 10.8% persons were migrated due to employment related reasons. The employment related reasons include in search of employment/better employment, for employment/ work (to take up employment/ to take up better employment/ business/ proximity to place of work/ transfer) and loss of job/closure of unit/lack of employment opportunities.

There exist several social security and welfare schemes for workers including migrant workers. Some of the prominent schemes are as follows:

Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY) launched in 2015 provide for life & disability cover due to natural or accidental death. (ii) PradhanMantriShram Yogi Man Dhan Pension Scheme (PM-SYM) launched in 2019 provides for old age social security in the form of monthly pension. (iii) Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (PMJAY) launched in 2018 provides Rs.5 lakh health coverage for secondary and tertiary health benefits to those migrant workers who are covered as eligible beneficiaries as per deprivation and occupation criteria. (iv) PM-SVANidhi Scheme facilitates collateral free working capital loan of upto Rs.10,000/- for one-year tenure to street vendors. (v) Pradhan Mantri Awas Yojana caters to the housing needs of all eligible beneficiaries.

Under the provisions of the Minimum Wages Act, 1948, both the Central and the State Governments are appropriate Governments to fix, review and revise the minimum wages of the employees employed in the Scheduled employments including Migrant labourers under their respective jurisdictions. Under Section 13 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, an Inter-State migrant workmen shall in no case be paid less than the wages fixed under the Minimum Wages Act, 1948 (41 of 1948).

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 the Occupational Safety, Health and the Working Conditions (OSH) Code. The OSH Code provides for decent working conditions, minimum wages, grievance redressal mechanisms, protection from abuse and exploitation, enhancement of skills and social security to all categories of workers including migrant workers.

This information was given by the Minister of State for Labour and Employment, Shri Rameswar Teli in a written reply in the Rajya Sabha.

MJPS/SSV

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