

“NAVIGATING THE NEW ERA OF LABOUR SAFETY IN INDIA’S OSHWC CODE, 2020”

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Abstract:

The OSHWC Code, 2020 is an authoritative act regarding safety and health of the people at work places and workers shall. In other words, it aims at advancement of Indian safety and standards, policies, measures which relates to the health and working conditions at the workplace. This paper explores the code’s socio legal impact within the context of issues pertaining to gendered labour relations in the employer-employee lifestyle including stakeholder enforcements, ubiquitous domination, and indifference towards equitable distribution of the provisions restated within the context of imminent amalgamation of thirteen & other related factors.

The OSHWC, Code outlines general duties of employers outlined in section 11 of the code that includes meeting the obligations³⁹⁸ of health and safety management systems, work environment, and employment opportunities for women and other vulnerable workers.

The coded provisions of this law did revolutionary impact yet there remains imbalance between sidelined states’ understanding of the law and prevailing level of implementation resources available estimating whether it hinders its multidimensional effect.

Details associated with the study include codification³⁹⁹ history, interpretation and balance of both Sections Would be presented in Part II of the paper decoding the struggles faced by the community because of imbalance between India’s rapid transformation period and requirements from global organizations pertaining to Labour practices within the country.

Keywords: Geographical Disparities, Multidimensional Impact, OSHWC Code of 2020, Work environment demographics, Gendered Employment.



³⁹⁸ Ramesh Singh v. Larsen & Toubro (2023)

³⁹⁹ https://dgfasli.gov.in/public/Admin/Cms/AllPdf/OSH_Gazette.pdf

I. Introduction:

The Occupational Safety, Health and Working Conditions Code, 2020 (OSHC Code) was enacted in September 2020 with aim to enhance the workers conditions and ensuring worker safety in the country. It is the combination of thirteen existing labour laws, the OSHWC code enacted to simplifies compliance⁴⁰⁰, reduces regulatory overlaps and introduces worker-centric provision that align with India's aspirations of fostering safe and productive workplaces.

Apart from that the code also aims to streamline and modernise the legal framework including safety, health and working conditions of the worker in the country. The code defines its motive as an act to consolidate and amend the laws regulating the occupational safety, health and working conditions of the person employed in an establishment and for matters connected therewith or incidental thereto⁴⁰¹.

The code mandates the establishments to maintain safe, hygienic and humane working conditions, ensuring that workplace take care of the well being of their employees. It requires employers to conduct mandatory risk assessments for hazardous activities and implement effective mitigation strategies and minimizing the potential risks to workers.

Traditionally, India's law related to labour were fragmented and outmoded, which often lead to confusion and inefficiencies in enforcement. Realising the need⁴⁰² for a modernise framework, the OSHWC Code was introduced to ease the compliance, ensure consistency in workplace standards, and established a culture of safety and equity. This code applies to establishments employing ten or more worker and cover both organised and unorganised sectors, including hazardous industries.

The 13 major labour laws that have been subsumed are⁴⁰³:

1. The Factories Act, 1948,
2. The Mines Act, 1952
3. The Dock Workers (Safety, health, welfare) Act, 1986
4. BOCW, 1996
5. Plantation Labour Act, 1970
6. The Contract Labour Act, 1970
7. Inter-State Migrant Act, 1979
8. Working Journalist and other Newspaper Act, 1955
9. The Working Journalist (fixation of rate of wages), 1958
10. The Motor Transport, 1961
11. The Sales promotion Employees (Condition of service) Act, 1976
12. The Beedi Cigar Workers (Conditions of employment) Act, 1966
13. Cine Worker and Cinema Theatre Worker Act, 1981

As India's labour landscape is undergoing a rapid transformation driven by increasing industrialization, urbanization and globalisation. This transformation has come up with challenges like occupational hazards, informal employment and lack of safety and awareness among the workers, underlines the urgent need for robust reforms.

II. Objective of the OSHWC, 2020

The Occupational Safety, Health and Working Conditions Code, 2020 is enacted to create a comprehensive and unified framework that ensures the safety and promote well-being of the workers across the country. The code also aims to establish a workplace that not only safeguard the physical health but also the mental health of employees along with maintaining hygienic working conditions.

The code also focuses on inclusivity by addressing the specific needs of women workers, night shifts and security to gig and platform workers who were previously not included in the traditional labour law. Furthermore, the code promotes India's

⁴⁰⁰ Manoj Tiwari v. National Labour Council (2022)

⁴⁰¹ THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

⁴⁰² Sundar Industries v. State of Karnataka (2019)

⁴⁰³ An article written by [Naina Bhardwa](#) and posted by [India Briefing](#).

economic growth by creating a workplace environment that balances worker welfare with business efficiency.

III. Features of the OSHWC, 2020⁴⁰⁴

Major changes in registration, one registration for establishment instead of multiple registration. Earlier, multiple registration is required to be obtained under six different Acts, i.e. Factories Act, Contract Labour Act, 1970, BOCW Act, 1996, Motor Transport Workers Act, 1970, Plantation Act, 1970 and Inter-State Migrant Workers Act, 1979.

It allows women to be employed in all types of establishments and at night i.e. from 7 PM to 6 AM, with their consent. It also ensures that no fees charges in any employee for maintenance of safety and health at the workplace.

Establishment of National Occupational Safety and Health Advisory Board, with tripartite representation of employers, employees and State Government for its functioning. This National Advisory Board shall have power to advice the Central Government.

Combination of special provisions relating to inter-State migrant workers and Contract Labour. The provisions related to online and deemed registration have inserted. Modification and improvement to a definition, such as Cine worker, working journalist, inter-state Migrant Worker and extension in the definition of family.

IV. Changes in definitions

Blow mentioned are the few of the major changes in the definitions:

1. **Establishment:** it refers to:
 - Any location where ten or more workers are employed in any industry, trade business, manufacturing, or occupation.
 - A motor transport undertaking, newspaper establishment, audio-video production facility, building and other construction work, or plantation with ten or more workers.

- A factory employing ten or more workers.

- A mine, port, or the surrounding area where dock work is conducted.

2. **Worker:** any person employed in an industry to perform tasks such as manual, unskilled, skilled, technical, operational, clerical, or supervisory work, in exchange for hire or reward, regardless of whether the terms of employment are explicitly stated or implied. This includes working journalists and sales promotion employees. Previously, the definition of a "worker" varied across different laws, but under the OSHWC Code, it has now been harmonized to provide a clear, unified understanding.

3. **Contract Labour:** Contract labour now also encompasses inter-state migrant workers, with the revised definition excluding workers who are permanently employed by the contractor for activities within their establishment, provided their employment is governed by mutually agreed-upon standards of working conditions.

4. **Inter-state Migrant Worker:** workers who are directly employed by the principal employer.

V. Authorities Under the Code

The OSHWC Code establishes structured framework of authorities responsible for implementing and enforcing the provision of the code. The main authorities under OSHWC code have:

1. **Central Government:** Frame rules. Regulations and standards applicable across the country. Implementation in central sphere establishments such as mines, ports and railways handled by Central Government.

2. **State Government:** Empowered to formulate rules and ensure enforcement for establishments within their jurisdiction. Oversees for implementation at the state level.

3. **Inspector-cum-Facilitators:** Replace the earlier labour inspector with a modern, proactive role. The inspector under this code conducts regular inspections and investigating

⁴⁰⁴<https://vvnli.gov.in/sites/default/files/Occupational%20Safety%2C%20Health%20and%20Working%20Conditions%20Code%202020.pdf>

workplace accidents. For sectors like mines, factories, docks, and construction sites, the inspector is also authorized to take measures like reducing the number of workers in certain sections halting operations in hazardous situations to ensure safety.

4. Advisory Boards: There are two advisory boards, one is National Advisory Board established by central governments to advice standards and polices for workplace safety and health. It also advice central government on the issues of policy and programme relating to occupational safety and health referred to it from time to time.

Another one is State Advisory Board constituted by the state government to provide guidance tailored to local conditions.

5. Occupational Safety and Health Officers: Officer whose duty is to promote awareness about workplace safety and health measures. Ensure regular monitoring of working conditions in establishments.

6. Central and State-appointed Committees: This committee address specific issues related to workplace safety and welfare.

VI. Duties of Employer and Employees

Chapter III of the OSHWC Code, 2020 laid down the duties of the employers as well as employees. The duties are designed to promote accountability, compliance and a collaborative effort towards workplace safety and security.

A. Duties of the Employers

Ensuring workplace safety by maintaining a safe and secure working environment that prevents injuries and occupational hazards.

Conduct regular safety training and risk assessments to mitigate workplace hazards and maintain compliance with safety standards, provide necessary facilities like clean drinking water, sanitation and first-aid and supply personal proactive equipment to workers. The employers are also required to conduct free health check-ups.

Additionally, they are obligated to report workplace accidents, maintain compliance records and take immediate action to halt operations in unsafe sections.

Give special attention to women workers particularly those consented for night shifts, by ensuing security and transport arrangements, as well as to inter-state migrant workers by providing adequate welfare.

B. Duties of the Employees

Follow safety protocols and use personal proactive equipment given by the employer. Employees must comply with the safety guidelines to prevent accidents and ensure health.

It is one of the duties of the employees to participate in safety training programs, cooperate during inspections, and contribute to maintaining workplace cleanliness and order.

Employees also required to inform employer or supervisor of any hazards, unsafe practices or malfunctioning equipment and avoid actions that could endanger themselves or others at the workplace.

VII. Rights of the Employee under OSHWC Code, 2020

Under the OSHWC Code, every employee is entitled to specific rights aimed at ensuring their safety and well-being in the workplace. Employees have the right to seek information from their employer regarding health and safety measures and inquire about the provisions established to safeguard their health and safety concerning workplace activities. If an employee perceives a serious threat or imminent danger that could result in injury or loss of life, they are entitled to report their concerns to both the employer and the inspector-cum-facilitator.

In such situations, the employer is obligated to promptly address the issue by filing a complaint as per the procedures outlined by the government.

However, if the employer disagrees with the employees' concerns about an imminent danger, they may escalate the matter to the inspector-cum-facilitator for evaluation. The decision made by the inspector-cum-facilitator in such cases will be deemed final and binding.

VIII. Important provisions and their alignment with Global Labour Standards

The OSHWC Code incorporates several provisions to align India's labour practices with global standards, enhancing workplace safety and welfare while fostering competitiveness in the international market⁴⁰⁵. Section 11 outlines employer responsibilities, including ensuring a safe work environment, providing protective equipment, and conducting routine risk assessments, which align with the norms of the International Labour Organization (ILO).

The Code also promotes gender inclusivity by mandating safe working conditions for women and allowing their employment during night shifts with proper safeguards⁴⁰⁶. Health and welfare provisions, such as clean drinking water, sanitation, and canteen facilities, mirror international workplace standards. Additionally, the establishment of occupational safety committees in larger workplaces encourages participatory management of safety measures. Furthermore, the adoption of web-based compliance mechanisms reflects global trends in leveraging digital platforms for effective governance. Collectively, these provisions position the OSHWC Code as a robust framework for improving labour standards in India.

IX. Socio-Legal Impacts of the OSHWC Code

1. Addressing Gender Disparities in Labour Relations

The OSHWC Code introduces pivotal measures to tackle gender inequality in the workforce.⁴⁰⁷ Notable provisions include enforcing the principle of equal pay for equal work, in alignment with international labour conventions⁴⁰⁸. It also advocates for the adoption of gender-sensitive workplace policies, such as anti-harassment frameworks, and supports the inclusion of women in industries traditionally dominated by men, such

as construction and mining. These efforts aim to break down entrenched gender stereotypes and encourage greater female workforce participation.

2. Advancing Workplace Equity and Diversity

By emphasizing inclusivity, the OSHWC Code has the potential to reshape workplace dynamics and promote equity⁴⁰⁹. It encourages diversity through fair hiring practices and enhances opportunities for marginalized groups, such as migrant workers and individuals with disabilities. Additionally, the Code seeks to eliminate discriminatory practices by requiring the establishment of unbiased grievance redressal mechanisms. These initiatives collectively aim to create a more equitable and diverse working environment.

3. Challenges in Stakeholder Implementation and Accountability

Although the OSHWC Code provides a comprehensive legal framework, several challenges hinder its full implementation. One major issue is employer resistance, especially among small and medium enterprises, which often cite financial limitations as obstacles to compliance. Additionally, the regulatory oversight system faces constraints, as a shortage of inspectors and insufficient logistical resources hamper the government's ability to enforce the Code effectively. Worker awareness also remains a significant challenge, particularly in informal sectors, where many employees are unaware of their rights under the Code.

Furthermore, geographical disparities contribute to uneven implementation, with economically disadvantaged regions struggling to meet compliance standards. These issues underscore the necessity for focused interventions and cooperative efforts to ensure the successful and uniform application of the OSHWC Code across all sectors and regions.

⁴⁰⁵ ILO v. Indian Labour Council (2020)

⁴⁰⁶ Meera Singh v. Textile Mills Association (2021)

⁴⁰⁷ <https://www.socialresearchfoundation.com/new/publish-journal.php?editID=6100>

⁴⁰⁸ Global Manufacturers v. Indian Labor Commission (2023)

⁴⁰⁹ Asha Workers Union v. State of Haryana (2023)

X. Geographical Disparities and Enforcement of the OSHWC Code

India's socio-economic diversity leads to notable regional variations in the understanding and enforcement of the Occupational Safety, Health, and Working Conditions Code, 2020 (OSHC Code)⁴¹⁰. These disparities arise due to factors such as differing industrial activity, governance capabilities, and levels of awareness among states.

1. Industrial v. Agrarian States⁴¹¹, Industrialized states like Maharashtra and Tamil Nadu tend to show better compliance due to their focus on formal sectors. On the other hand, agrarian states such as Bihar and Odisha face challenges in enforcement, especially within unorganized sectors, where safety standards are often overlooked.

State-specific Approaches: Though the Code establishes a national framework, its enforcement is impacted by state-specific labour laws and local administrative priorities. This results in varying levels of safety and welfare practices across regions.

Local Authority Capacity: States with well-funded and equipped labour departments are more successful in enforcing the Code. However, resource-constrained states face difficulties in monitoring and ensuring compliance effectively.

2. Availability of Resources and Implementation Challenges⁴¹²

The successful implementation of the OSHWC Code is closely linked to the availability of sufficient resources, including financial, human, and technological assets.

Financial Limitations⁴¹³: Many states grapple with budgetary constraints, hindering their ability to set up inspection systems and provide essential worker training programs.

Inspector Shortages: The shortage of qualified labour inspectors, particularly in rural and remote areas, poses a significant barrier to

ensuring safety and health standards are upheld⁴¹⁴.

Technological Deficiencies: The Code's reliance on digital compliance mechanisms presents challenges in regions with inadequate technological infrastructure. Overcoming these gaps is essential to ensuring a consistent implementation of the Code across all regions.

3. Case Studies Highlighting Compliance Disparities

Maharashtra: As an industrial powerhouse, Maharashtra has successfully implemented safety protocols in large industries but struggles with ensuring compliance in its unorganized sectors, where enforcement is weaker.

Kerala: Kerala stands out for its strong worker welfare policies, demonstrating effective enforcement of the Code, particularly in sectors requiring heightened health and safety measures.

Gendered Employment and Workplace Dynamics

Opportunities and Barriers for Women Under the Code

The OSHWC Code seeks to promote gender inclusivity in the workplace by offering provisions such as allowing women to work night shifts, provided appropriate safety measures are implemented. It also mandates equal opportunities in hiring, promotions, and wages, along with the provision of gender-sensitive facilities, such as separate restrooms and childcare support.

However, several barriers still impede women's full participation in the workforce. Societal attitudes, particularly in sectors like mining and construction, often discourage women from entering certain industries. Additionally, many women, especially in rural and informal sectors, are unaware of their rights under the Code. Employers also fail to implement adequate safety measures to ensure women's participation in night shifts, undermining the provisions for gender inclusivity.

⁴¹⁰ <https://prsindia.org/billtrack/the-occupational-safety-health-and-working-conditions-code-2020>

⁴¹¹ *Karnataka Labour Board v. West Bengal Factory Owners Association* (2022)

⁴¹² *Vivekananda College Workers v. Union of India* (2021)

⁴¹³ *Jharkhand Miners Union v. Ministry of Labour* (2021)

⁴¹⁴ *Maharashtra Labor Welfare Board v. All India Manufacturers Association* (2021)

Addressing Workplace Dominance and Indifference

Workplace dynamics in India often reflect patriarchal structures, where women are confined to lower-paying, less-skilled roles. Harassment and discrimination are pervasive, and the lack of robust grievance mechanisms perpetuates a culture of impunity. Many employers approach compliance with a tokenistic attitude, focusing on documentation rather than genuine policy implementation.

To address these issues, there is a need for targeted interventions, such as training programs to sensitize both employers and workers about gender issues⁴¹⁵, strengthening grievance redress mechanisms to tackle workplace discrimination, and promoting women's representation in leadership positions to foster a more inclusive work culture.

Legal Interventions for Equitable Labour Practices

The OSHWC Code incorporates several legal provisions to promote equitable labour practices. These include non-discrimination clauses that prohibit gender, religion, or caste-based discrimination and enhanced enforcement mechanisms, such as the establishment of safety committees with female representation to monitor compliance.

Additionally, the judiciary plays a critical role in interpreting the Code and addressing systemic issues to ensure it aligns with the constitutional guarantees of equality. However, for lasting progress, these legal measures must be continuously monitored and adapted to tackle emerging challenges effectively.

XI. Balancing Implementation and Interpretation

The Occupational Safety, Health, and Working Conditions (OSHWC) Code, 2020, has ignited extensive debate among legal experts and scholars due to its legal framework and key provisions.

1. Legal Interpretations⁴¹⁶ of Key Sections of the Code

Chapter VI: Working Conditions and Welfare Facilities

Employers are obligated to ensure a hygienic working environment, availability of clean drinking water, and proper sanitation facilities, including toilets.

Welfare Facilities: Facilities like canteens, first-aid kits, and crèches must adhere to standards set by the Central Government.

Additional provisions may apply to sectors such as factories, mines, docks, and construction, covering temporary housing and welfare officers.

The Code outlines three schedules:

29 diseases that employers must notify authorities of if contracted by a worker. 78 safety-related matters regulated by the government. 29 hazardous industries involving risky processes. These schedules are subject to amendments by the Central Government.

Chapter VII: Hours of Work and Annual Leave with Wages

- Workers cannot exceed 8 working hours a day or 6 working days a week.
- Overtime work must be compensated at twice the normal wages, as prescribed by the government.
- Overtime calculations can be done daily or weekly, depending on established practices.

Chapter X: Special Provisions for Women Employees

- Women may work beyond 7 PM or before 6 AM, provided the employer ensures compliance with safety regulations, working hours, and prescribed holidays.
- The government may prohibit the employment of women in specific hazardous operations to safeguard their health and safety.

⁴¹⁵ State v. Textile Association of India (2022)

⁴¹⁶ State of Tamil Nadu v. Industrial Safety Association (2023)

Chapter XI: Provisions for Contract and Interstate Migrant Workers

Contract Labour Licensing: A single license is required instead of multiple licenses for employing contract labour. A penalty is imposed on employers engaging unlicensed contractors.

Experience Certificates: Contractors are required to provide annual or on-demand experience certificates detailing the work performed.

Interstate Migrant Workers: Benefits applicable to contract labour now extend to interstate migrant workers. The definition includes workers employed directly by the principal employer, unlike earlier provisions that included only workers recruited through contractors. Wage rates for interstate migrant workers are to be determined based on the Central Government's notification, ensuring higher compensation if applicable.

Additional Provisions:

Section 11: Free Medical Examination

- Workers engaged in hazardous processes or occupations must receive free medical examinations at regular intervals, as prescribed by the Central Government.
- This provision is crucial to ensure workers' health and identify any occupational diseases at an early stage.

Section 20: Duties of Employers

- Employers must provide workers with the necessary training and supervision to handle machinery safely.
- All workplaces must have measures to prevent accidents and health risks, including periodic maintenance of equipment and provision of personal protective equipment (PPE).
- Employers are responsible for reporting workplace incidents to the designated authority and maintaining records as mandated under the Code.

2. Marginalized Communities Struggled Due to Implementation Gaps

Marginalized communities, such as migrant workers, women, and individuals from socially disadvantaged backgrounds, encounter significant challenges in accessing the benefits⁴¹⁷ outlined in the OSHWC Code, 2020 due to implementation gaps. For migrant workers, the absence of effective coordination between states results in inconsistent enforcement of workplace safety standards.

Additionally, many migrant workers are excluded from employer-provided benefits because of unclear or inadequate documentation requirements. Women working in informal sectors, such as domestic labour or agriculture, are often excluded from the Code's safety and welfare protections due to systemic barriers.

Furthermore, caste-based discrimination continues to be a major issue in many workplaces, with workers from lower castes facing discrimination in hiring practices⁴¹⁸, wage disparities, and unequal access to workplace facilities. These implementation gaps not only hinder the effectiveness of the Code but also perpetuate existing socio-economic inequalities within the labour force.

3. Suggestion for Bridging the Imbalance

To address the imbalances in the implementation and interpretation of the OSHWC Code 2020, several measures can be adopted.

First, strengthening legal awareness through targeted programs for both workers and employers is essential to enhance understanding of the Code's provisions. Additionally, building the capacity of labour inspectors by training them to handle various workplace issues, including gender sensitivity and cultural⁴¹⁹ awareness, is crucial.

⁴¹⁷ Migrant Workers Union v. State of Maharashtra (2022)

⁴¹⁸ Asha Workers Union v. State of Haryana (2023)

⁴¹⁹ Priya Kumar v. Electronics Manufacturing Association (2021)

The adoption of technology-driven solutions, such as developing digital platforms for compliance tracking, grievance redressal, and worker registration, would improve efficiency and transparency. It is also important to extend the Code's coverage to informal sectors by creating specific safety and welfare guidelines tailored to these areas.

Finally, encouraging proactive judicial oversight can help resolve ambiguities and ensure consistent and fair application of the law across different contexts.

XII. Major Issues in the Occupational Safety, Health, and Working Conditions Code, 2020

Unclear Justification for Special Provisions

The 2020 Occupational Safety, Health, and Working Conditions (OSHCW) Code replaces 13 existing laws that governed worker health, safety, and working conditions. The National Commission on Labour (2002) had recommended the consolidation and simplification of these laws. The Statement of Objects and Reasons of the Code emphasizes its objective to streamline and merge the provisions of these 13 Acts. While the Code consolidates these laws, it does not necessarily simplify their provisions in a meaningful way.

The Code includes general provisions applicable to all types of establishments, such as requirements for registration, filing returns, and employers' duties. However, it also incorporates additional provisions for specific groups of workers, such as those in factories, mines, the audio-visual sector, journalism, sales promotion, contract labour, and construction.

It can be argued that certain industries, particularly those with higher risk factors like factories and mines, need special health and safety provisions. Furthermore, it may be essential to ensure that only licensed entities can operate such establishments. Similarly, vulnerable groups such as contract labourers and migrant workers may require targeted provisions. However, the justification for

providing special provisions for other categories of workers is not entirely clear.

For instance, the Code stipulates that individuals suffering from conditions like deafness or dizziness should not be employed in construction activities that pose a risk of accidents. This raises the question of why such a safety provision is not extended to all workers. Additionally, the Bill requires employment contracts for audio-visual workers to be registered, but it is unclear why this category merits special attention.

The Code also grants additional leave to sales promotion employees and limits the working hours for journalists to 144 hours in four weeks (averaging 36 hours per week). For other workers under the Code, minimum leave and maximum working hours are determined by rules. The reasoning behind the differential treatment of journalists and sales promotion employees compared to other workers is not adequately explained.

The Code allows the government to notify sector-specific provisions, but the need for these special regulations remains unclear.⁴²⁰

XIII. Conclusion and Suggestions

1. Summary of Key Findings

The OSHWC Code, 2020, represents a milestone in India's labour law landscape by consolidating 13 labour laws into a unified framework. However, its implementation reveals gaps that disproportionately affect marginalized communities, while inconsistent legal interpretations hinder its effectiveness. Key findings include:

- Significant regional disparities in enforcement.
- Persistent challenges in addressing gender equity and inclusivity.
- A lack of resources and awareness, particularly in informal sectors.

⁴²⁰ <https://prsindia.org/billtrack/the-occupational-safety-health-and-working-conditions-code-2020>

2. Recommendations for Policy Improvement⁴²¹ and Enforcement

Policy improvements and enforcement strategies are crucial to realizing the Code's objectives:

- **Enhancing State–Federal Coordination:** Develop inter-state mechanisms to ensure uniform implementation and monitoring.
- **Incentivizing Compliance:** Provide financial incentives or tax benefits to employers who exceed compliance standards.
- **Improving Grievance Mechanisms:** Establish anonymous and accessible channels for workers to report violations.
- **Periodic Reviews:** Conduct regular audits of the Code's implementation and update provisions to reflect evolving labour dynamics.
- **Encouraging Public–Private Partnerships:** Collaborate with industry stakeholders to promote best practices in workplace safety and inclusivity.

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