

Occupational Safety, Health and Working Conditions (OSH) Code, 2020 and Interstate Women Migrants: A Gender Integrative Evaluation

Indian Journal of Public

Administration

71(2) 406–411, 2025

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DOI: 10.1177/00195561251338111

journals.sagepub.com/home/ipa**Niyathi R. Krishna^{1,2}**

The original forty-four central labour laws in India have been merged into four labour codes: the Code on Wages, 2019 (CoW); the Industrial Relations Code, 2020 (IRC); the Code on Social Security, 2020 (CSS); and the Occupational Safety, Health & Working Conditions Code, 2020 (OSH Code). In this discussion, I highlight the general concerns and specific limitations of these new labour codes, particularly the OSH Code, by examining its applicability to the most vulnerable section of migrants: the interstate seasonal migrant women belonging to marginalised communities. This review aims to highlight the lacunae in the new labour codes, in terms of perspective and enactment, for potential policy modifications.

Introduction

The amalgamation of forty-four central labour laws into four labour codes—the Code on Wages, 2019 (CoW); the Industrial Relations Code, 2020 (IRC); the Code on Social Security, 2020 (CSS); and the Occupational Safety, Health & Working Conditions Code, 2020 (OSH Code)2020—was meant to simplify often contradictory definitions to improve coverage and facilitate ‘ease of doing business’ (Rai & Maheswari, 2023, p. 561). However, these labour codes have already faced criticism for ambiguity in definitions that could exclude major sections of the poorest and most vulnerable workers (Chigateri, 2021; Jayaram, 2019;

¹ Department of Development Studies, The Rajiv Gandhi National Institute of Youth Development, Regional Centre, Chandigarh, India

² London School of Economics and Political Science, London, United Kingdom

Corresponding author

Niyathi R. Krishna, Department of Development Studies, The Rajiv Gandhi National Institute of Youth Development, Regional Centre, Chandigarh 160012, India.

E-mail: niyathi.iit@gmail.com