

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:1244  
ANSWERED ON:02.08.2010  
INSPECTION CONDUCTED BY LABOUR INSPECTORS  
Jaiswal Shri Gorakh Prasad

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

- (a) whether regular inspections are conducted by the Labour Commissioner's office and Labour Inspectors to ensure compliance of various labour laws;
- (b) if so, the details thereof alongwith the manner in which these inspection has undertaken;
- (c) whether the Government has any machinery to get any possibility relations between the labour inspector/ officer and offenders of labour laws; and
- (d) if so, the details thereof and if not, the reasons therefor?

**Answer**

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI HARISH RAWAT)

(a) & (b): Yes, Madam. The enforcement of the provisions of various Labour laws has been prescribed under provisions of the relevant Acts and is secured through the officers of the Central Industrial Relations Machinery (CIRM) in the Central Sphere, and through the State enforcement machinery in the State Sphere. The officers of these machineries are appointed as Inspectors under the provisions of the Acts. They conduct regular inspections by visiting the establishments under their jurisdiction and also by contacting the workers in that establishment. In the event of detection of any case of violations of the provisions of the labour enactments, an inspection report cum show cause notice is issued to the erring employer with a direction to rectify the irregularity within a stipulated period. If a satisfactory compliance report is received the same is also verified after checking necessary records and also contacting the workers. In case of non-compliance of such directions, there are the provisions of prosecutions in the Acts against the defaulting employers. In addition, special inspection drives are also undertaken for ensuring effective implementation of these Acts.

(c) & (d): As and when any complaint about relation between the labour inspector/ officer and offenders of labour laws is received in the Ministry, the matter is got investigated through the field establishments of the Ministry. If prima facie case of any misconduct is detected, appropriate action in accordance with law is taken against the offending officer.