

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

UNSTARRED QUESTION NO:3658
ANSWERED ON:16.08.2010
VIOLATION OF LABOUR LAWS
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Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government has received complaints regarding violation of various labour laws by the several companies, factories and industries established under the public and the private sectors during each of the last three years and the current year;
- (b) if so, the details thereof, State-wise and sector-wise;
- (c) the steps taken by the Government against such companies, factories and industries for the protection of the interests of the labourers/workers employed therein;
- (d) whether any official has been found guilty on the basis of these complaints;
- (e) if so, the details thereof alongwith the action taken by the Government against such officials, State-wise;
- (f) whether the Government has conducted any review/study regarding working of the labour inspectors in proper implementation of various labour laws in the country; and
- ((g) if so, the details and the outcome thereof?

Answer

MINISTER OF THE STATE IN THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI HARISH RAWAT)

(a) & (b): The enforcement of the various Labour laws has been prescribed under the relevant provisions of the 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. In the central sphere, whenever any complaint is received either from the unions or the workers or otherwise, regular inspections are conducted by the Inspectors of Chief Labour Commissioners (Central) Organisation under various labour laws falling under the Central Sphere. The details of the inspection conducted, prosecution launched, convictions obtained and total fine imposed region-wise in the central sphere is at 'Annexure-I'. The information of State sphere is not centrally maintained. Contd..2/-

(c): If any violations are detected during the course of inspection, the inspectors issue show cause notices to the erring employers with a request to rectify the irregularities within stipulated period. If no reply received about rectification of irregularities or the compliance report is not satisfactory prosecutions are launched against the erring employers in Criminal Courts.

(d) & (e): Disciplinary action has been initiated against 5 Labour Enforcement Officers for non-enforcement /dilution of enforcement of Labour Laws. The information of State sphere is not centrally maintained.

(f): No review/study regarding working of the labour inspectors has been got conducted. However, All India Conference of Deputy Chief Labour Commissioners (Central)/Regional Labour Commissioners (Central) are conducted regularly and the performance of all regions are reviewed. Similarly Regional Conferences are conducted where performances of all officers/inspectors are reviewed. The shortcomings of the officers are brought to their knowledge and guidance is given for proper implementation of various labour laws. Monthly Assessment Reports of all officers are reviewed and shortcomings are communicated with a direction to improve the performance.

(g): It has been observed that whenever any shortcomings are brought to the knowledge of the Inspectors, their performance was found to have improved.