

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

UNSTARRED QUESTION NO:3026
ANSWERED ON:29.11.2010
VIOLATION OF LABOUR LAWS
Abdulrahman Shri

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

- (a) the duties and responsibilities of companies with regard to contractors appointed by these companies and corporations;
- (b) whether labour laws are being violated by the contractors particularly in the coal sector;
- (c) if so, the details thereof;
- (d) whether the Government propose to investigate the conditions of labourers working in coal mines, more particularly in Western Coalfields to find out the inhuman conditions under which these labourers are working and the rampant violation of labour laws by contractors;
- (e) if so, the details thereof; and
- (f) if not, the reasons therefor?

Answer

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

(a) to (f); As per annexure.

ANNEXURE REFERRED TO IN REPLY TO PART (a) TO (f) OF LOK SABHA UNSTARRED QUESTION NO. 3026 RAISED BY SHRI ABDUL RAHMAN: TO BE ANSWERED ON 29.11.2010 REGARDING VIOLATION OF LABOUR LAWS

(a): The duties and responsibilities of companies with regard to their contractors shall depend upon the terms of contract agreement that have been agreed between them. It is obligatory on the part of the company as well as the contractor to comply with all the labour laws applicable to that establishment. Contract labour Act 1970, Minimum Wages Act, 1948, Building and Other Construction Workers` (Regulation of Employment and Conditions of Service) Act, 1996, Equal Remuneration Act,1976, Payment of Wages Act 1936 are applicable to contract workers and the provisions thereunder are to be complied with.

(b): The labour laws are enforced by the field officers who are notified as inspectors under central sphere , including coal sector. However, whenever any violation of labour laws is observed or complaint received, appropriate action is taken, including initiating prosecution against defaulting employers.

(c): The details of enforcement of various labour laws in central sphere is as per Annexure `A` and in respect of coal sector is as per Annexure `B`

(d) to (f): No study has been proposed to investigate the conditions of labourers working in coal mines more particularly in Western Coal Fields. However, regular inspections are conducted under various labour laws to safeguard the interest of workers and lay down norms for safety, health and welfare and appropriate actions is taken including initiating prosecution cases against defaulters.