

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

STARRED QUESTION NO:93
ANSWERED ON:28.11.2011
VIOLATION OF LABOUR LAWS BY MNCS
Das Gupta Shri Gurudas;Pandurang Shri Munde Gopinathrao

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

- (a) whether the various multinational companies including Maruti Suzuki Limited have allegedly violated labour laws and sought written undertaking for good conduct from workers before allowing their entry into the plants;
- (b) if so, the details and nature of the complaints received against such erring companies violating the labour laws;
- (c) whether any inquiry has been conducted in this regard; and
- (d) if so, the outcome thereof and the action being taken against such erring companies as well as the steps being taken to prevent such violations in future?

Answer

MINISTER OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE)

(a) to (d): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA STARRED QUESTION NO. 93 TO BE ANSWERED ON 28.11.2011 REGARDING VIOLATION OF LABOUR LAWS BY MNCs BY SHRI GURUDAS DASGUPTA AND SHRI GOPINATH MUNDE:

(a) & (b): The labour laws in Multinational companies including Maruti Udyog Limited are enforced by the respective State Government. The Government of Harayana has reported that the management of Manesar Plant of Maruti Udyog Limited had imposed a condition of submission of good conduct bond by the workers for entering the unit as there was reported widespread indiscipline by the workers and acts of sabotage and production of defective vehicles. Demanding of good conduct bonds from workers as pre condition before allowing them to resume work, is an arbitrary act and it also amounts to unfair labour practice as given in the V Schedule of the Industrial Disputes Act, 1947.

(c) & (d): No, Madam. It is for the respective State Government to take action in the matter.