

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

LOK SABHA

**UNSTARRED QUESTION NO. 3221
TO BE ANSWERED ON 09.12.2019**

COMPANIES VIOLATING EMPLOYMENT LAWS

3221. SHRI DEVJI M. PATEL:

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

- (a) the existing labour laws/norms/guidelines/rules in vogue and being/to be followed by all the companies/firms/industries including the private and foreign companies situated in India and working in education/social security/women development field;**
- (b) whether the Government is aware that recently many companies including the one situated in Mumbai have made breach of contract/violated such norms by withdrawing the offer(s) of employment made to the brilliant students of various colleges in the country including the one in Delhi just four to five days before date of their joining and if so, the details thereof and the reasons therefor;**
- (c) whether the Government has noted seriously that the educational as well as career opportunities of such students have come to halt and are at stake as a result and if so, the details thereof along with the remedial steps taken in this regard; and**
- (d) the details of the action, including blacklisting them, taken against such companies and direct them to compensate the affected students?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a) to (d): Under the Constitution of India, labour falls under the Concurrent list; as such Central Government and the State Governments are competent to enact legislations in their respective jurisdictions. Ministry of Labour & Employment has the mandate to protect & safeguard the interests of workers with due regard to creating a healthy work environment for higher production and productivity and to provide social security to the labour force in tandem with the process of liberalization through 32 Central Labour Laws; dealing with

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minimum wages, accidental and social security benefits, occupational safety and health, conditions of employment, disciplinary action, formation of trade unions, industrial relations etc.

In order to protect interest of the workers, the office of Chief Labour Commissioner (Central) conducts inspections from time to time through its regional offices under various Labour Laws in respect of establishments falling under the Central Sphere to ensure that statutory provisions are implemented. Legal actions are initiated as per law in case of any violation of aforesaid laws. No such complaint has been received by the office of Chief Labour Commissioner (Central) regarding any company of Mumbai.
