

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2743
TO BE ANSWERED ON 17.03.2025**

**RETRENCHMENT OF CONTRACTUAL AND OUTSOURCED WORKERS IN
JHARKHAND**

†2743. SMT. JOBA MAJHI:

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

- (a) the details of the number of workers engaged on contract and outsourced in PSUs and private sectors retrenched during the last ten years despite the Government's commitments to providing employment;**
- (b) whether the Government has noted the fact that the retrenchment in Bokaro Steel Plant, SAIL Cement, Coal and Transport companies located in Jharkhand has triggered large-scale unemployment, which is not a good sign for the tribal-dominated Jharkhand;**
- (c) whether the Government proposes to direct such companies to take proper steps to comply with the labour laws strictly; and**
- (d) if so, the time by which it is likely to be executed and if not, the reasons therefor?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): The matters relating to retrenchment in industrial establishments are governed by the provisions of the Industrial Disputes Act, 1947 (ID Act). As per the ID Act, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government before effecting closure or retrenchment or lay-off. ID Act also provides for right of workmen laid-off and retrenched for compensation and contains the provision for re-employment of retrenched workmen.

“Labour” as a subject falls in the Concurrent List. Based on their respective jurisdiction as demarcated in the ID Act, Central and State Governments take actions to address the issue of the workmen and protect their interests. In the establishments that lie in the jurisdiction of Central Government, the Central Industrial Relations Machinery (CIRM) is entrusted with the task of maintaining good Industrial relations and protecting the interest of workers including matters relating to retrenchment and its prevention.

As reported by Steel Authority of India Limited (SAIL), during the last ten years, hired contractual labourers and daily wages labourers have not been retrenched by them directly engaged in Jharkhand.
