

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

**UNSTARRED QUESTION NO. 5774
TO BE ANSWERED ON 30.03.2026**

IMPLEMENTATION OF LABOUR LAWS IN CEMENT PLANTS

†5774. SHRI GANESH SINGH:

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

- (a) whether the Government is aware that labour laws are not being duly complied with in various cement plants in Maihar in Satna Lok Sabha Constituency of Madhya Pradesh including Ultra Tech Cement Sarlanagar, Reliance Birla Corporation, Birla Perfect Cement Maihar, Ultratech Cement Baghwar, Maihar and MP Birla Group RCCPL Private Limited, Bharouli, Maihar and if so, the reasons therefor;**
- (b) whether it is a fact that contract workers employed in the said plants are being deprived of basic labour rights such as minimum wages, Employees' State Insurance (ESI), Employees' Provident Fund (EPF), workplace safety, weekly holidays and fixed working hours and if so, the details thereof;**
- (c) whether labour inspections have been conducted in the said cement plants during the last three years; and**
- (d) if so, the details of the inspections carried out, the irregularities found, notices issued and penal actions taken thereon, Company/plant-wise in the said State?**

ANSWER

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

(a) to (d): The Government is committed to ensuring compliance with labour laws across all establishments, including cement plants located in Madhya Pradesh, through a robust inspection and enforcement mechanism.

Contd..2/-

::2::

For the implementation of labour laws in cement plants, regular inspections are conducted to assess compliance with provisions relating to payment of wages, social security coverage, including Employees' State Insurance (ESI) and Employees' Provident Fund (EPF), occupational safety, health and working conditions, working hours, and weekly holidays, including those applicable to contract labour. Any irregularities detected during such inspections are addressed promptly, and appropriate action, including prosecution, is initiated in accordance with the applicable labour laws.

Labour inspections in the said cement plants have been conducted regularly by the Central Industrial Relations Machinery (CIRM). During the last three years, 55 inspections have been carried out by the CIRM, and appropriate actions have been taken wherever necessary in accordance with the provisions of the relevant labour laws.
