

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1174
TO BE ANSWERED ON 27.07.2026**

**REVIEW OF COMPLIANCE OF LABOUR LAW AND GRIEVANCE
REDRESSAL INITIATIVES**

1174. SMT. SUPRIYA SULE:

PROF. VARSHA EKNATH GAIKWAD:

DR. AMOL RAMSING KOLHE:

SHRI BHASKAR MURLIDHAR BHAGARE:

SHRI MOHITE PATIL DHAIRYASHEEL RAJSINH:

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

- (a) whether the Chief Labour Commissioner (Central) Organisation has reviewed the implementation of labour welfare, labour law compliance and grievance redressal initiatives in Maharashtra during the last three years and if so, the details thereof;**
- (b) the details of the number of inspections conducted, awareness programmes organised, grievances received and disposed of by the Chief Labour Commissioner (Central) Organisation in Maharashtra during the said period, year-wise;**
- (c) the details of action taken by the Government to ensure compliance with labour laws in major industrial sectors of Maharashtra, including manufacturing, construction, logistics and services Sectors;**
- (d) whether any special initiatives has undertaken by the Government to safeguard the welfare of contract, migrant and unorganised workers in Maharashtra and if so, the details thereof; and**
- (e) the details of the measures taken by the Government to strengthen digital grievance redressal, labour awareness and enforcement mechanisms in the State?**

ANSWER

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

(a) & (b): Yes, the Chief Labour Commissioner (Central) organization regularly reviews and monitors the implementation of Labour Welfare, Labour Law Compliance, and Grievance Redressal initiatives

Contd..2/-

in Maharashtra in the establishments that are in central domain. The requisite data for the central sphere organizations, for the last 3 years, is at Annexure-I.

(c): To ensure compliance with labour laws in major industrial sectors of Maharashtra, including manufacturing, construction, logistics and services, the Central Government has introduced a system of Inspector-cum-Facilitators, which operates through a web-based, randomized, and risk-weighted inspection framework. The new legal framework streamlines labour regulation across abovesaid sectors by replacing multiple registrations, licenses, and statutory returns under the erstwhile labour laws with a single registration, a single licence, and a single integrated return.

(d): Yes, various steps and schemes have been introduced for safeguarding the welfare of contract, migrant and unorganised workers, details of which are at Annexure-II.

(e): Dedicated grievance redressal cells have been established at the Headquarters and Regional Offices, supported by a Standard Operating Procedure (SOP) for time-bound and transparent disposal of grievances. The revamped Samadhan Portal acts as a unified platform for handling industrial disputes and Shram Suvidha Portal provides a single interface between employers and enforcement bodies.

ANNEXURE REFERRED TO IN REPLY TO PARTS (a) & (b) OF LOK SABHA UNSTARRED QUESTION NO. 1174 FOR 27.07.2026 BY SMT. SUPRIYA SULE & 4 OTHERS REGARDING REVIEW OF COMPLIANCE OF LABOUR LAW AND GRIEVANCE REDRESSAL INITIATIVES

The CLC Organisation in Maharashtra actively resolves grievances and industrial disputes to maintain harmonious relations in resolving the following:

- Industrial Disputes
- Payment of Gratuity Claims
- Disposal of Claim cases pertain to Less payment of wages and Non-payment of wages

Data of the disposal of Cases

Financial Year	Industrial Cases Disposed of	Gratuity Cases Disposed of	Minimum Wages Cases Disposed of	Payment of Wages cases Disposed of
2023-24	825	559	120	25
2024-25	1006	1231	177	35
2025-26	629	1672	81	151

Benefit to workers through settlement of Industrial disputes and Dispose of Gratuity, and claim Cases

Year	No. of Workmen Benefited	Monetary Relief Disbursed (₹in lakhs)
2023-24	1642	520
2024-25	1584	1922
2025-26	4868	54176

[combined figures of complaint, public grievance, claims, inspections and ID]

Data of Inspections & Irregularities

Year	No. of Inspections Conducted	Irregularities Detected	Rectified	Prosecutions Launched	Convictions
2023-2024	1657	9538	9248	290	88
2024-2025	3420	12812	12522	290	109
2025-2026	943	3453	2486	120	12

Data of Public Grievances for the last three years

Year	Received	Disposed
2023-2024	651	612
2024-2025	624	613
2025-2026	2414	2027

Data of the awareness programmes organized

The awareness programmes, specifically focusing on contract labour compliance, women's workplace protections (maternity benefits, equal remuneration), social security provisions, etc., conducted by the Chief Labour Commissioner (Central) organization in the State of Maharashtra are structured as follows:

Number of establishments Covered	247
Number of participants	11650
Number of pamphlets distributed	15300
Social Media (Post/Repost)	446

Major Establishments covered includes 8 units of WCL, 2 of MOIL, NTPC, Central Railway, Ordnance Factory – Ambhazhari, Ordnance Factory – Bhandara, NEERI, Mahanagar Gas Limited, Mumbai Port Authority, Chhatrapati Shivaji International Airport, and various public sector units like HPCL, ONGC, JNPT, NPCIL, NABARD, SEBI, Railways, Public Sector Banks, GAIL, etc.

ANNEXURE-II REFERRED TO IN REPLY TO PARTS (d) OF LOK SABHA UNSTARRED QUESTION NO. 1174 FOR 27.07.2026 BY SMT. SUPRIYA SULE & 4 OTHERS REGARDING REVIEW OF COMPLIANCE OF LABOUR LAW AND GRIEVANCE REDRESSAL INITIATIVES

1. **Universal Minimum & Floor Wages:** Under the Code on Wages, the Central Government fixes a universal "floor wage". No state government can set its minimum wage below this baseline.
2. **e-Shram Portal:** The e-Shram portal registers the unorganised workers including gig and platform workers and provides them a Universal Account Number (UAN) on a self- declaration basis.
3. **SAMADHAN Portal:** A digital grievance platform designed for unorganised and contract workers to directly file complaints against illegal termination, withheld wages, or denied gratuity.
4. **PM Shram Yogi Maan-dhan (PM-SYM):** The PM-SYM is a voluntary and co-contributory scheme providing old age financial security with a guaranteed monthly pension of ₹3,000 after reaching age of 60 years.
